

CHRISTINE PIEMONTE TRANSCRIPT AND EXHIBITS

In The Matter Of:

SCATCHELL v. VILLAGE OF MELROSE PARK

18 CV 03989

Testimony of:

CHRISTINE PIEMONTE

August 12, 2020

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IN THE UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

John Scatchell,

)

)

Plaintiff,

)

)

-vs-

) No. 2018-cv-03989

)

Village of Melrose Park, an

)

Illinois Municipal

)

Corporation; Ronald M.

)

Serpico; Sam C. Pitassi;

)

Michael Castellan; and

)

Steven Rogowski,

)

)

Defendants.)

The deposition of CHRISTINE PIEMONTE,
taken in the above-entitled case before Deborah
Janicek, a Certified Shorthand Reporter within and
for the State of Illinois, at 1000 North 25th
Street, Melrose Park, Illinois, on August 12th,
2020, at 10:10 o'clock a.m.

<p>1 A P P E A R A N C E S:</p> <p>2 TALON LAW</p> <p>3 (105 West Madison Street, Suite 1350</p> <p>4 Chicago, IL 60602</p> <p>5 312-351-2478</p> <p>6 ctc@talonlaw.com), by:</p> <p>7 MR. CASS T. CASPER</p> <p>8 and</p> <p>9 LAW OFFICE OF GIANNA SCATCHELL</p> <p>10 (360 West Hubbard Street, Suite 1404</p> <p>11 Chicago, IL 60654</p> <p>12 312-248-3303</p> <p>13 gia@lawfirm.gs), by:</p> <p>14 MS. GIANNA SCATCHELL,</p> <p>15 on behalf of the Plaintiff;</p> <p>16 LANER MUCHIN LTD.</p> <p>17 (515 North State Street, 28th Floor</p> <p>18 Chicago, IL 60654</p> <p>19 312-467-9800</p> <p>20 jfowler@lanermuchin.com), by:</p> <p>21 JEFFREY S. FOWLER,</p> <p>22 on behalf of Defendant</p> <p>23 Village of Melrose Park;</p> <p>24</p> <p style="text-align: right;">Page 2</p>	<p>1 I-N-D-E-X</p> <p>2 Witness: Page</p> <p>3 Christine Piemonte</p> <p>4 Direct Examination by Mr. Casper 8</p> <p>5 Cross Examination by Mr. Fowler 140</p> <p>6 Redirect Exam by Mr. Casper 142</p> <p>7 EXHIBITS MARKED</p> <p>8 30(b)(6) Exhibit Nos. Page</p> <p>9 1 - VMP employee handbook 1-27-20 33</p> <p>10 2 - VMP employee handbook 7-1-18 42</p> <p>11 3 - VMP handbook prior to 2018 47</p> <p>12 4 - Employee manual updates 48</p> <p>13 1-10-2000</p> <p>14 5 - ADP report of VMP employees 92</p> <p>15 Years 2015-2020</p> <p>16 6 - ADP report 105</p> <p>17 7 - VMP demographics 108</p> <p>18 8 - Handwritten notes of witness 111</p> <p>19 EXHIBIT REFERENCED</p> <p>20 Castellan Exhibit No. Page</p> <p>21 4 - EEOC activity log 117</p> <p>22</p> <p>23</p> <p>24</p> <p style="text-align: right;">Page 4</p>
<p>1 A P P E A R A N C E S: (Cont.)</p> <p>2 HERVAS CONDON & BERSANI PC</p> <p>3 (333 Pierce Road, Suite 195</p> <p>4 Itasca, IL 60143</p> <p>5 630-860-4343</p> <p>6 mbersani@hcbattorneys.com), by:</p> <p>7 MR. MICHAEL D. BERSANI,</p> <p>8 on behalf of Defendants</p> <p>9 Castellan, Pitassi, Rogowski;</p> <p>10 DEL GALDO LAW GROUP</p> <p>11 (1441 South Harlem Avenue</p> <p>12 Berwyn, IL 60402</p> <p>13 708-222-7000</p> <p>14 woerner@dlglawgroup.com), by:</p> <p>15 MR. TIMOTHY A. WOERNER,</p> <p>16 on behalf of Defendant Serpico.</p> <p>17 ALSO PRESENT:</p> <p>18 MR. JOHN SCATCHELL, SR.</p> <p>19 MR. MICHAEL CASTELLAN</p> <p>20 MR. SAM PITASSI</p> <p>21 MR. STEVEN ROGOWSKI</p> <p>22 MS. CHRISTINA SABATER.</p> <p>23</p> <p>24</p> <p style="text-align: right;">Page 3</p>	<p>1 MR. CASPER: Ready when you are.</p> <p>2 You ready, Ms. Piemonte?</p> <p>3 THE WITNESS: Yes, I am.</p> <p>4 MR. CASPER: Is it Piemonte? How do I</p> <p>5 say it?</p> <p>6 THE WITNESS: Piemonte.</p> <p>7 MR. CASPER: Piemonte?</p> <p>8 THE WITNESS: Um-hum.</p> <p>9 MR. CASPER: When you're ready.</p> <p>10 (The witness was duly sworn.)</p> <p>11 MR. CASPER: Good morning. Will you</p> <p>12 please state and spell your name for the court</p> <p>13 reporter?</p> <p>14 THE WITNESS: Christine Piemonte,</p> <p>15 C-h-r-i-s-t-i-n-e; Piemonte is P-i-e-m-o-n-t-e.</p> <p>16 MR. CASPER: Good morning,</p> <p>17 Ms. Piemonte. My name is Cass Casper. I'm an</p> <p>18 attorney -- one of the attorneys representing the</p> <p>19 plaintiff, John Scatchell, Senior, in this matter.</p> <p>20 Have you ever been deposed before in</p> <p>21 your life --</p> <p>22 THE WITNESS: No, I have not.</p> <p>23 MR. CASPER: -- like we're --</p> <p>24 MR. FOWLER: Remember let me finish</p> <p style="text-align: right;">Page 5</p>

<p>1 his questions --</p> <p>2 THE WITNESS: Sorry.</p> <p>3 MR. FOWLER: -- before you answer.</p> <p>4 Okay?</p> <p>5 THE WITNESS: Sorry.</p> <p>6 MR. CASPER: He beat me to the punch.</p> <p>7 There's just a few very simple rules: Number one,</p> <p>8 generally -- generally you have to answer the</p> <p>9 questions that I pose to you. There may be some</p> <p>10 exceptions to that today. Hopefully not -- not --</p> <p>11 that won't come up too much.</p> <p>12 Make sure that you and I don't talk</p> <p>13 over each other because the transcript is really</p> <p>14 what we're -- what today is all about and we want</p> <p>15 her to have a clear reporting of what my question</p> <p>16 was and what your answer was.</p> <p>17 So what we just did there, let's try</p> <p>18 not to do that. And you'll probably forget it and</p> <p>19 it's okay but let's just try to avoid it if we</p> <p>20 can.</p> <p>21 If you answer a question before I</p> <p>22 finish, it can muck up the transcript and create a</p> <p>23 problem as to what you're actually answering. And</p> <p>24 also you want to make sure that I finish my</p> <p style="text-align: right;">Page 6</p>	<p>1 can think of why you cannot testify truthfully</p> <p>2 here today?</p> <p>3 THE WITNESS: No.</p> <p>4 MR. CASPER: Do you have any</p> <p>5 questions, before we get started, about the manner</p> <p>6 in which we're proceeding here?</p> <p>7 THE WITNESS: No.</p> <p>8 MR. CASPER: Okay. So let me just get</p> <p>9 a few basic pieces of information.</p> <p>10 CHRISTINE PIEMONTE,</p> <p>11 called as a witness herein, having been first duly</p> <p>12 sworn, was examined and testified as follows:</p> <p>13 DIRECT EXAMINATION</p> <p>14 BY MR. CASPER:</p> <p>15 Q. First of all, there was a deposition</p> <p>16 notice that was sent out that led to your being</p> <p>17 here today. It was the Rule 30(b)(6) notice</p> <p>18 listing certain topics.</p> <p>19 Did you ever get a chance to review</p> <p>20 this?</p> <p>21 A. The topics? Yes.</p> <p>22 Q. Yes. Okay. So you're generally</p> <p>23 familiar with the topics that we're going to be</p> <p>24 talking about today, is that accurate?</p> <p style="text-align: right;">Page 8</p>
<p>1 question so that you know what I'm actually asking</p> <p>2 and you don't want to be guessing and providing an</p> <p>3 answer that might not be responsive. You</p> <p>4 understand?</p> <p>5 THE WITNESS: Yes.</p> <p>6 MR. CASPER: Okay. And you have to</p> <p>7 answer verbally, yes or no, not uh-huh or like you</p> <p>8 just did -- nodding your head.</p> <p>9 THE WITNESS: No, I said yes. I --</p> <p>10 Maybe I better take this off.</p> <p>11 MR. CASPER: Okay. That's fine. So</p> <p>12 just try to speak up so we can get a clear record.</p> <p>13 If you need to take a break at any</p> <p>14 time, I don't think this will be very long but</p> <p>15 just let me know and we can take a quick break.</p> <p>16 Okay? Do you understand all these questions?</p> <p>17 THE WITNESS: Yes.</p> <p>18 MR. CASPER: All right. Very good.</p> <p>19 I ask this question to almost everyone</p> <p>20 that I remember to ask it. Are you under the</p> <p>21 influence of anything that would prevent you from</p> <p>22 testifying truthfully today?</p> <p>23 THE WITNESS: No.</p> <p>24 MR. CASPER: Is there any reason you</p> <p style="text-align: right;">Page 7</p>	<p>1 MR. FOWLER: Just to be clear, she's</p> <p>2 been designated as the Village representative for</p> <p>3 Topics 6 through 10.</p> <p>4 MR. CASPER: Okay. All right. And</p> <p>5 the witness has been apprised of the nature of</p> <p>6 Topics 6 through 10?</p> <p>7 MR. FOWLER: She has.</p> <p>8 MR. CASPER: Okay. All right.</p> <p>9 BY MR. CASPER:</p> <p>10 Q. So let me get some background</p> <p>11 information and then I'm going to move to those</p> <p>12 individual topics, number 6 through 10. Okay?</p> <p>13 A. Okay.</p> <p>14 Q. So how are you currently employed?</p> <p>15 A. I'm the full time HR director.</p> <p>16 Q. With the Village of Melrose Park?</p> <p>17 A. Correct.</p> <p>18 Q. And how long has that been your job</p> <p>19 title?</p> <p>20 A. November 3rd, 2014.</p> <p>21 Q. Did you hold any positions with the</p> <p>22 Village of Melrose Park prior to November 3rd,</p> <p>23 2014?</p> <p>24 A. No.</p> <p style="text-align: right;">Page 9</p>

<p>1 Q. So your -- Just to be clear, your first 2 position ever with the Village of Melrose Park was 3 HR director and that began November 3rd, 2014. 4 A. Yes. 5 Q. Okay. Have you held any positions in 6 addition to that since November 3rd, 2014? 7 A. I'm the -- also the privacy officer. 8 MR. FOWLER: I'm sorry. Say that one 9 more time? 10 THE WITNESS: Privacy officer. 11 BY MR. CASPER: 12 Q. And is that the official title of that 13 position or is -- 14 A. It's an appointed position, yes. 15 Q. And that's -- that's called privacy 16 officer? 17 A. Yes. 18 Q. All right. And do you receive 19 compensation for that position in addition to the 20 compensation you receive as HR director? 21 A. No. 22 Q. How long have you held the privacy 23 officer appointed position? 24 A. I don't recall --</p> <p style="text-align: right;">Page 10</p>	<p>1 assigned to the payroll, enforce the policies. 2 I handle all the benefits, 3 disciplinary actions for the actual Village of 4 Melrose Park. 5 Q. Anything else? 6 A. Geez, I could go on and on. 7 Workmen's comp I handle in conjunction 8 with my assistant. 9 Q. Anything else? 10 A. Just enforcing policies and 11 procedures. 12 Q. And the functions that you just 13 described, have those generally been the job duties 14 and functions of the HR director position since 15 you've held that position? 16 A. Yes. 17 Q. All right. Now you also mentioned that 18 you're the privacy officer. 19 What job duties and functions does that 20 entail in addition to those we just talked about? 21 A. Mainly keeping confidentiality. 22 Q. As to what? 23 A. Any Village -- you know, complaints; 24 health issues.</p> <p style="text-align: right;">Page 12</p>
<p>1 Q. Okay. 2 A. -- the exact year. 3 Q. So other than HR director and privacy 4 officer, do you currently hold any other positions 5 with the Village of Melrose Park? 6 A. No. 7 Q. Other than those two positions, have 8 you ever held any other positions with the Village 9 of Melrose Park? 10 A. No. 11 Q. All right. And who appointed you the 12 privacy officer? 13 A. The board of trustees. 14 Q. All right. And the HR director 15 position, do you consider that an appointed 16 position? 17 A. No. 18 Q. So you were -- there was a hiring 19 process that led to your obtaining that position? 20 A. Yes. 21 Q. Okay. Just so I understand your 22 background, can you give me the general job duties 23 and functions of the HR director position? 24 A. Well, I do new hire paperwork. I'm</p> <p style="text-align: right;">Page 11</p>	<p>1 Q. Is this as to Village employees or 2 broader than that? 3 A. Village employees. 4 Q. Okay. Does that encompass any 5 responsibilities with respect to privacy for 6 persons beyond Village employees? 7 A. No. 8 Q. Okay. And do you work additional hours 9 to perform the privacy officer functions or is that 10 subsumed under the time you spend as HR director? 11 A. No. 12 Q. No, what? 13 A. No, I do not work any additional 14 hours. 15 Q. All right. So let's get to some of the 16 topics in issue here. 17 So Topic 6, we had -- you had been 18 designated as a witness to talk about -- I'll just 19 read it here: Promotional and appointment 20 procedures for Village of Melrose Park deputy chief 21 since the time that Michael Castellan was appointed 22 as deputy chief according to VMP ordinance and 23 practice, including ordinance-based or 24 practice-based legal requirements for persons to be</p> <p style="text-align: right;">Page 13</p>

<p>1 promoted to deputy chief, personnel or police board 2 certifications or appointments required for such 3 promotion, mayoral approval, board of trustees 4 approval, budgeting procedure for such 5 promotions/appointments and any other legal 6 requirements connected with promotion and 7 appointment of persons to deputy chief. 8 I just read that off of the notice. 9 You can look at the copy I have if you want. Did 10 you -- 11 A. I have a copy. 12 Q. Okay. You've got a copy of that with 13 you? 14 A. Um-hum. 15 Q. So the upshot of this topic is that we 16 wanted to ask you about Village policies, 17 practices, procedures and the other matters noted 18 there relative to the appointment of persons to the 19 deputy chief of the police department. 20 Did you review anything today to help 21 you get up to speed on that topic? 22 A. Yes. 23 Q. Okay. Did you review any documents to 24 do so?</p> <p style="text-align: right;">Page 14</p>	<p>1 Q. Okay. And can you describe for me, 2 within the structure of the Village, who would be 3 responsible for the selection of individuals to 4 deputy chief of the police department within the 5 Village? 6 A. The mayor. 7 Q. Okay. And how long has that been the 8 case? 9 A. I only can speak to as long as I've 10 been here. 11 Since 2014. 12 Q. Right, and that -- All my questions are 13 just directed for as long as you've been here, not 14 prior to that. Okay? 15 So to your knowledge, has anybody else 16 been responsible -- been involved in the selection 17 of individuals for promotion or appointment to 18 deputy chief other than the mayor? 19 A. No. 20 Q. All right. Now what's your basis for 21 saying that that's the mayor's responsibility? 22 A. That's the procedure. The mayor -- 23 It's suggested by the mayor. 24 Q. Okay. What's suggested by the mayor?</p> <p style="text-align: right;">Page 16</p>
<p>1 A. No. 2 Q. Okay. 3 A. Other than my notes I mean. 4 Q. All right. And those notes, were 5 those -- there were some notes I believe you had 6 produced to us today. 7 Are those what you're talking about? 8 A. Mine, yes. 9 Q. Okay. Other than those notes -- Other 10 than those notes, did you review anything to assist 11 you in testifying about this topic today? 12 A. No. 13 Q. Okay. So I just want to ask you -- So 14 what has your involvement been in the promotion of 15 individuals -- Well, when I say "promotion," I mean 16 promotion or appointment. 17 Do you understand that verbiage I'm 18 using there? 19 A. Yes. 20 Q. Okay. What has your involvement been, 21 if anything, in the selection of individuals for 22 deputy chief of the police department since you've 23 been here? 24 A. None.</p> <p style="text-align: right;">Page 15</p>	<p>1 A. Who should be selected for deputy 2 chief. 3 Q. And -- Okay. Is this considered, 4 according to you, an appointment to this position 5 or is this a promotion to this position? 6 A. It is appointed. 7 Q. All right. And since you've been here, 8 how many individuals have you known the Village to 9 appoint to deputy chief? 10 A. One. 11 Q. And who would that have been? 12 A. Steven Rogowski. 13 Q. Okay. Are you familiar with the 14 Melrose Park Police Department right now? 15 A. Familiar how? 16 Q. Are you knowledgeable about who works 17 there? 18 A. Yes. 19 Q. All right. And do you know how many 20 deputy chiefs currently -- right now as you sit 21 here today -- are working at the Melrose Park 22 Police Department? 23 A. One. 24 Q. And who would that be?</p> <p style="text-align: right;">Page 17</p>

1 **A. Steven Rogowski.**
2 Q. Okay. And has there ever been more
3 than one deputy chief working at the police
4 department since you've been HR director?
5 **A. Yes.**
6 Q. Okay. And what's the maximum number of
7 deputy chiefs there have been since you've been HR
8 director?
9 **A. Two.**
10 Q. And during what time period were there
11 two deputy chiefs? Ballpark.
12 **A. 2016, the end, and 2017.**
13 Q. All right. So would that be the end of
14 2016 through 2017 there were two deputy chiefs or
15 do you mean something else?
16 **A. Correct.**
17 Q. All right. Have there ever been more
18 than two deputy chiefs at the police department
19 since you've been HR director?
20 **A. No.**
21 Q. All right. So -- And do you remember
22 who the two persons holding the deputy chief
23 positions were the end of 2016 through 2017?
24 **A. Yes.**

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1 Q. Who were they?
2 **A. Michael Castellan and Steven Rogowski.**
3 Q. All right. And were you yourself, as
4 HR director, involved in any way in the selection
5 of Michael Castellan for deputy chief during that
6 time frame?
7 **A. No.**
8 Q. Were you involved in any way, as HR
9 director, with the selection of Steven Rogowski for
10 deputy chief during that time period?
11 **A. No.**
12 Q. Do you know who was involved in the
13 selection of Steven Rogowski for deputy chief
14 during that time period?
15 **A. The mayor.**
16 Q. All right. To your knowledge, was it
17 the mayor exclusively who was involved in that
18 decision?
19 **A. Yes.**
20 Q. And do you know the month and year that
21 Steven Rogowski was appointed deputy chief?
22 **A. I can't be exact. I'm -- November, I**
23 **believe, of '16.**
24 Q. Okay. And do you know what position

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1 Steven Rogowski occupied prior to November of 2016?
2 **A. Lieutenant.**
3 Q. All right. That would have been
4 lieutenant of the police department, is that
5 correct?
6 **A. Yes.**
7 Q. Okay. And do you know what month and
8 year Michael Castellan first was appointed deputy
9 chief?
10 **A. 2008.**
11 **I'm not sure of the month.**
12 Q. Okay. 2008 you said?
13 **A. I don't recall.**
14 **Can I check my notes?**
15 Q. Sure. Go ahead.
16 **A. I wasn't here so . . .**
17 Q. Was it prior to your becoming HR
18 director --
19 **A. Yes.**
20 Q. -- that he was appointed? Okay.
21 **A. It was April 28th of 2008.**
22 Q. All right. And as -- Were you
23 consulted in any way by the mayor as to the
24 appointment of Steven Rogowski as deputy chief in

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1 November 2016?
2 **A. No.**
3 Q. Okay. Now I know you weren't working
4 here when Michael Castellan was appointed deputy
5 chief but at anytime have you ever been consulted
6 by Mayor Serpico about Michael Castellan occupying
7 the deputy chief position here?
8 **A. No.**
9 Q. Okay. The deputy chief position, does
10 this have to be -- Strike that.
11 The deputy chief appointment, does this
12 have to be renewed periodically?
13 **A. I believe every -- when the**
14 **appointments come up. Every year.**
15 Q. Okay. So is your answer that the
16 deputy chief appointments have to be renewed every
17 year?
18 **A. You know, I don't recall really.**
19 Q. Is there currently a chief or director
20 of the police department here in Melrose Park?
21 **A. Yes.**
22 Q. Okay. Is it chief, director or both?
23 **A. Director.**
24 Q. All right. And is that an appointed

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<p>1 position?</p> <p>2 A. Yes.</p> <p>3 Q. What does that mean? In your own</p> <p>4 words, what does it mean that the director is an</p> <p>5 appointed position here?</p> <p>6 A. It is an appointment that's probably</p> <p>7 suggested by the mayor and put in front of the</p> <p>8 board of trustees and voted on.</p> <p>9 Q. Okay. And is that position, the</p> <p>10 director of -- the director of police, is that</p> <p>11 subject to renewal periodically?</p> <p>12 A. Yes.</p> <p>13 Q. And how often?</p> <p>14 A. Every year.</p> <p>15 Q. With that one I noticed you stated that</p> <p>16 the director position is suggested by the mayor and</p> <p>17 put to the board of trustees. Was that your</p> <p>18 testimony?</p> <p>19 A. Yes.</p> <p>20 Q. Okay. Are the deputy chief</p> <p>21 positions -- are those also suggested by the mayor</p> <p>22 and put to the board of trustees or something else?</p> <p>23 A. Yes.</p> <p>24 Q. Yes, what?</p> <p style="text-align: right;">Page 22</p>	<p>1 you mean -- Familiar how?</p> <p>2 Q. Well, are you aware if there are</p> <p>3 ordinances that govern that process?</p> <p>4 A. Yes, there are.</p> <p>5 Q. Have you reviewed those prior to today?</p> <p>6 A. Very little.</p> <p>7 Q. Okay. Did you review any ordinances</p> <p>8 relative to appointment and promotion procedures as</p> <p>9 part of preparation for today?</p> <p>10 A. Yes.</p> <p>11 Q. Which ordinances did you review, if you</p> <p>12 recall?</p> <p>13 A. They would be the ordinance for</p> <p>14 Michael Castellan and Deputy Chief Rogowski</p> <p>15 from --</p> <p>16 Q. And may I see what you're referring to?</p> <p>17 (The document was tendered.)</p> <p>18 MR. CASPER: All right. Okay. That's</p> <p>19 not what I thought. That's fine.</p> <p>20 BY MR. CASPER:</p> <p>21 Q. So before we get to that, were you</p> <p>22 personally involved in any part of the selection</p> <p>23 process for Steven Rogowski to be appointed deputy</p> <p>24 chief in November 2016?</p> <p style="text-align: right;">Page 24</p>
<p>1 A. Yes, they are put -- suggested by the</p> <p>2 mayor and put in front of the board of trustees.</p> <p>3 Q. Okay. And what's the basis for that</p> <p>4 procedure occurring here in Melrose Park?</p> <p>5 MR. FOWLER: Objection to form.</p> <p>6 I don't understand what you're asking,</p> <p>7 Cass.</p> <p>8 MR. CASPER: Let me rephrase the</p> <p>9 question.</p> <p>10 BY MR. CASPER:</p> <p>11 Q. Is there some legal requirement that</p> <p>12 you're aware of that the deputy chief positions</p> <p>13 must be suggested by the mayor and then put to the</p> <p>14 board of trustees?</p> <p>15 A. They just need to be a certified</p> <p>16 police officer.</p> <p>17 Q. Okay. Are you familiar with the</p> <p>18 Melrose Park ordinances?</p> <p>19 A. Some.</p> <p>20 Q. Okay. Are you familiar with the</p> <p>21 Melrose Park ordinances as they apply to</p> <p>22 appointment of individuals to the deputy chief</p> <p>23 positions?</p> <p>24 A. In -- Can you rephrase it? What do</p> <p style="text-align: right;">Page 23</p>	<p>1 A. No.</p> <p>2 Q. Were you consulted in any way?</p> <p>3 A. No.</p> <p>4 Q. And speaking as a representative of the</p> <p>5 Village, is it your testimony that that selection</p> <p>6 was made by Mayor Serpico?</p> <p>7 A. Yes.</p> <p>8 Q. Okay. Speaking as a representative of</p> <p>9 the Village, was there anybody else who was</p> <p>10 involved actually in the selection of Steven</p> <p>11 Rogowski to deputy chief in November 2016?</p> <p>12 A. No.</p> <p>13 Q. Okay. And to your knowledge, was John</p> <p>14 Scatchell, Senior at any point considered for</p> <p>15 deputy chief in 2016?</p> <p>16 A. Yes.</p> <p>17 Q. Okay. What's your basis for knowing</p> <p>18 that today as a representative of the Village?</p> <p>19 A. Hearsay around -- I don't talk -- The</p> <p>20 police station stuff is mostly handled at the</p> <p>21 police station so . . .</p> <p>22 Q. Okay. What do you mean the police</p> <p>23 station stuff?</p> <p>24 A. Things -- the Village -- The HR</p> <p style="text-align: right;">Page 25</p>

<p>1 department has very little input as far as the</p> <p>2 things that go on at the police station as far as</p> <p>3 promotions, hires and et cetera.</p> <p>4 Q. Okay. Why -- Well, why is that? Why</p> <p>5 is it that -- Strike that question.</p> <p>6 So is it your testimony that there's</p> <p>7 some separation between the HR office at the</p> <p>8 Village and the police department?</p> <p>9 A. As far as they are governed by the</p> <p>10 collective bargaining agreement.</p> <p>11 Q. Okay. So as the HR director, do you</p> <p>12 have any involvement in the promotional process</p> <p>13 within the Melrose Park Police Department?</p> <p>14 A. No.</p> <p>15 Q. Okay. So just -- you know, an officer</p> <p>16 is going to be promoted to sergeant. As HR</p> <p>17 director, do you have any involvement in that part</p> <p>18 of the promotion process?</p> <p>19 MR. FOWLER: Objection to scope.</p> <p>20 Beyond the scope of the 30(b)(6).</p> <p>21 You can answer.</p> <p>22 MR. CASPER: You can answer.</p> <p>23 BY THE WITNESS:</p> <p>24 A. The only involvement I have is I</p> <p style="text-align: right;">Page 26</p>	<p>1 Q. Who would that be?</p> <p>2 A. The HR assistant.</p> <p>3 Q. Oh, is that someone in your office?</p> <p>4 A. Yes.</p> <p>5 Q. Okay. Other than that -- Well, who's</p> <p>6 that individual?</p> <p>7 A. The HR assistant?</p> <p>8 Q. Yeah, who is that?</p> <p>9 A. Dina Serpico.</p> <p>10 Q. Okay. Well, other than that</p> <p>11 individual, is there anyone else at the Village of</p> <p>12 Melrose Park who performs functions similar to</p> <p>13 those that you perform as HR director?</p> <p>14 A. No.</p> <p>15 Q. Okay. And are you involved, as HR</p> <p>16 director, with the promulgation of any EEO -- by</p> <p>17 which I mean equal employment opportunity --</p> <p>18 policies for the Village of Melrose Park?</p> <p>19 A. In writing them?</p> <p>20 Q. You tell me.</p> <p>21 A. I'm in charge of enforcing them.</p> <p>22 Q. Okay. Well, do you have any</p> <p>23 involvement in writing EEO policies for the Village</p> <p>24 of Melrose Park?</p> <p style="text-align: right;">Page 28</p>
<p>1 receive a letter from the Chief stating the person</p> <p>2 has been promoted and I change their pay in the</p> <p>3 payroll system.</p> <p>4 BY MR. CASPER:</p> <p>5 Q. Okay. And do you have -- And your</p> <p>6 testimony would be the same for any of the</p> <p>7 promotions within the ranks in the police</p> <p>8 department, including to lieutenant, is that</p> <p>9 correct?</p> <p>10 A. Yes.</p> <p>11 Q. Okay. How else is your -- Strike that</p> <p>12 question.</p> <p>13 Does the Village of Melrose Park have</p> <p>14 an HR department internal within the police</p> <p>15 department?</p> <p>16 A. No.</p> <p>17 Q. Okay. So you're the only HR director</p> <p>18 within the Village of Melrose Park.</p> <p>19 A. Correct.</p> <p>20 Q. All right. And is there anyone else in</p> <p>21 the Village of Melrose Park who's performing</p> <p>22 functions similar to your job functions as HR</p> <p>23 director?</p> <p>24 A. Yes.</p> <p style="text-align: right;">Page 27</p>	<p>1 A. No.</p> <p>2 Q. Do you know who or what company does</p> <p>3 that?</p> <p>4 A. Our legal office.</p> <p>5 Q. Is that someone in house with the</p> <p>6 Village or an outside firm or something else?</p> <p>7 A. Outside firm.</p> <p>8 Q. Do you know what firm?</p> <p>9 A. Del Galdo Law Office.</p> <p>10 Q. How long, to your knowledge, has Del</p> <p>11 Galdo Law Office been writing such policies?</p> <p>12 A. 2014 when I started.</p> <p>13 Q. Okay. Is it possibly prior to that but</p> <p>14 that's the extent of your knowledge?</p> <p>15 A. Yes.</p> <p>16 Q. Okay. Are you involved in writing any</p> <p>17 policies for the Village of Melrose Park?</p> <p>18 MR. FOWLER: Objection to scope.</p> <p>19 You can answer.</p> <p>20 MR. CASPER: This would -- I'm kind of</p> <p>21 going into Topic 7 here a little bit and I think</p> <p>22 this would be within that scope. But you can</p> <p>23 answer.</p> <p>24</p> <p style="text-align: right;">Page 29</p>

<p>1 BY THE WITNESS:</p> <p>2 A. Not in the policies stated in your</p> <p>3 questions.</p> <p>4 BY MR. CASPER:</p> <p>5 Q. Okay. And -- So is there a separate</p> <p>6 set of policies governing equal employment</p> <p>7 opportunity matters that governs Village employees</p> <p>8 from police officers?</p> <p>9 A. No.</p> <p>10 Q. Okay. Now -- So in other words, is</p> <p>11 there one equal employment opportunity policy that</p> <p>12 governs Village employees as well as employees of</p> <p>13 the police department?</p> <p>14 A. In the employee handbook, yes.</p> <p>15 Q. Okay. Are there any policies outside</p> <p>16 of the employee handbook that govern officers in</p> <p>17 the police department relative to EEO matters?</p> <p>18 A. Not that I recall.</p> <p>19 Q. Are there any policies outside of those</p> <p>20 contained in the employee handbook governing police</p> <p>21 officers relative to discrimination, harassment and</p> <p>22 retaliation?</p> <p>23 MR. FOWLER: Again objection to scope.</p> <p>24 The topic that she's prepared for is</p> <p style="text-align: right;">Page 30</p>	<p>1 BY MR. CASPER:</p> <p>2 Q. Okay. Now -- Hang on a second.</p> <p>3 (Pause.)</p> <p>4 MR. CASPER: Mr. Fowler, do you know</p> <p>5 which one is the most -- is this one --</p> <p>6 MR. FOWLER: The bottom one is the</p> <p>7 most recent.</p> <p>8 MR. CASPER: Okay. All right. Do you</p> <p>9 want to mark this as 1?</p> <p>10 Okay. Jeff, do you have a preference</p> <p>11 how to mark these, 30(b)(6) 1 or Piemonte 1?</p> <p>12 MR. FOWLER: Whichever you prefer.</p> <p>13 MR. CASPER: Let's do Piemonte 1.</p> <p>14 (The document was thereupon marked</p> <p>15 Piemonte Exhibit No. 1, for</p> <p>16 identification, as of</p> <p>17 08/12/2020.)</p> <p>18 (The document was tendered.)</p> <p>19 BY MR. CASPER</p> <p>20 Q. All right. I'm showing you what's been</p> <p>21 marked as Piemonte 1.</p> <p>22 Can you identify this document after</p> <p>23 reviewing it?</p> <p>24 A. The Village of Melrose Park --</p> <p style="text-align: right;">Page 32</p>
<p>1 the Village handbook expressly excluding police</p> <p>2 department policies. She's prepared to talk about</p> <p>3 the Village policies outside the police</p> <p>4 department.</p> <p>5 MR. CASPER: Right.</p> <p>6 MR. FOWLER: To the extent that she's</p> <p>7 answering in the negative regarding police</p> <p>8 department policies, she's testifying as an</p> <p>9 individual and not as the Village representative.</p> <p>10 MR. CASPER: Okay.</p> <p>11 You can answer.</p> <p>12 MR. FOWLER: You need the question</p> <p>13 read back?</p> <p>14 THE WITNESS: Yes, please.</p> <p>15 MR. CASPER: Can you read the question</p> <p>16 back?</p> <p>17 THE REPORTER: Question: "Are there</p> <p>18 any policies outside of those contained in the</p> <p>19 employee handbook governing police officers</p> <p>20 relative to discrimination, harassment and</p> <p>21 retaliation?"</p> <p>22 BY THE WITNESS:</p> <p>23 A. Not that I can recall.</p> <p>24</p> <p style="text-align: right;">Page 31</p>	<p>1 MR. FOWLER: This.</p> <p>2 BY THE WITNESS:</p> <p>3 A. -- handbook.</p> <p>4 MR. CASPER: What?</p> <p>5 (Pause.)</p> <p>6 MR. CASPER: I'm going to strike</p> <p>7 the -- calling that Piemonte 1 and just call it</p> <p>8 30(b)(6) Exhibit 1. Okay?</p> <p>9 BY MR. CASPER:</p> <p>10 Q. All right. Can you identify 30(b)(6)</p> <p>11 Exhibit 1 after reviewing it?</p> <p>12 A. The employee handbook.</p> <p>13 MR. FOWLER: Let's hand this back to</p> <p>14 the court reporter so she can change that.</p> <p>15 THE WITNESS: Okay.</p> <p>16 (The document was tendered.)</p> <p>17 (The document was thereupon</p> <p>18 re-marked 30(b)(6) Exhibit No. 1,</p> <p>19 for identification, as of</p> <p>20 08/12/2020.)</p> <p>21 (The document was tendered.)</p> <p>22 BY MR. CASPER:</p> <p>23 Q. All right. I think you just put away</p> <p>24 the exhibit we're looking at.</p> <p style="text-align: right;">Page 33</p>

<p>1 The question was can you identify 2 30(b)(6) Exhibit 1 after reviewing it? 3 A. The Village of Melrose Park handbook. 4 Q. All right. And is this effective any 5 particular date? 6 A. January 27th, 2020. 7 Q. All right. And is this a true and 8 accurate and complete copy of the Village of 9 Melrose Park employee handbook as of that date? 10 A. Yes. 11 Q. All right. And is there a policy in 12 this handbook anywhere governing discrimination, 13 harassment and retaliation? 14 A. Yes. 15 Q. Okay. Can you direct me to where that 16 would be? 17 A. That would be Page 4, Section 2.5. 18 Q. And how far does this carry over? Is 19 it all the way up to 2.6 on Page 6? 20 A. Yes. 21 Well, the end of Page 5, yes. 22 Q. All right. So is Section 2.5 -- is 23 that the complete -- I'm calling this EEO policy. 24 Do you understand what I mean by that?</p> <p style="text-align: right;">Page 34</p>	<p>1 BY MR. CASPER: 2 Q. Okay. So 2.1, 2.4, 2.5. 3 Are there any other provisions in this 4 handbook that relate to discrimination, retaliation 5 and harassment? 6 A. No. 7 Q. Okay. Now outside of this handbook -- 8 and I'm trying to respect -- stay within the notice 9 topic here. 10 Outside of this Village of Melrose Park 11 handbook Sections 2.1, 2.4 and 2.5, are there any 12 other policies of the Village of Melrose Park that 13 pertain to harassment, discrimination or 14 retaliation to your knowledge? 15 MR. FOWLER: You mean currently? I'm 16 confused. 17 MR. CASPER: Currently. 18 MR. FOWLER: You mean currently in 19 effect and excluding the police department? 20 MR. CASPER: Yes, currently in effect 21 and excluding the police department. 22 BY THE WITNESS: 23 A. No. 24</p> <p style="text-align: right;">Page 36</p>
<p>1 A. Yes, there's an EEO policy. 2 Q. Okay. Is this the only EEO policy, 3 this Section 2.5, contained in this handbook? 4 A. There is an EEO policy that is on 5 Page 3. 6 Q. All right. And what -- what are you 7 referring to on Page 3? 8 A. It's Section 2.1. 9 Q. All right. And what's the difference 10 between Section 2.1 and Section 2.5? 11 A. Well, the EE -- EOE policy is equal 12 opportunity employment disclosure policy and 13 Section 2.5 is the harassment and complaint 14 policy. 15 Q. Okay. Are -- is section -- Okay. So 16 Sections 2.1 and 2.5 -- are these the only 17 provisions in this handbook governing 18 discrimination, harassment and retaliation? 19 MR. FOWLER: Make sure you take a look 20 through it. 21 (Pause.) 22 BY THE WITNESS: 23 A. We have Section 2.4. That's 24 commitment to diversity.</p> <p style="text-align: right;">Page 35</p>	<p>1 BY MR. CASPER: 2 Q. Okay. So in other words, if I have 3 30(b)(6) Exhibit 1, this would be -- is it correct 4 to say that this contains all of Melrose Park's 5 policy, excluding the police department, on 6 discrimination, harassment or retaliation? 7 A. Yes. 8 Q. Okay. There's not some other document 9 labeled Standard Operating Procedure 1, for 10 example, governing discrimination and harassment? 11 A. Not that I'm aware of. 12 Q. Okay. Now does this Village of Melrose 13 Park handbook that's 30(b)(6) Exhibit 1 -- does 14 this apply to Melrose Park Police Department 15 employees? 16 A. It does. However the collective 17 bargaining agreement would be first, SOP second 18 and whatever is not covered in those two then 19 defaults to the employee handbook for the Village 20 of Melrose Park. 21 Q. Okay. And is there any other Village 22 department that has its own set of SOPs other than 23 the police department? 24 A. Not that I'm aware of.</p> <p style="text-align: right;">Page 37</p>

<p>1 Q. Okay. And does the police 2 department -- So since you testified to that, does 3 the police department have its own set of standard 4 operating procedures? 5 A. Yes. 6 Q. Okay. And I'm not going to ask you 7 anything about the content of those, but do you 8 know where -- like where those standard operating 9 procedures come from? 10 A. No. 11 Q. Okay. And do you know why the Village 12 of Melrose Park has a separate set of standard 13 operating procedures for the police department but 14 not for other Village employees? 15 MR. FOWLER: Objection to scope. 16 You can answer if you can. 17 BY THE WITNESS: 18 A. No. 19 BY MR. CASPER: 20 Q. Okay. Are you involved, as Village HR 21 director, in administering the policies set forth 22 in 30(b)(6) Exhibit 1? 23 A. Yes. 24 Q. Okay. And are you responsible for</p> <p style="text-align: right;">Page 38</p>	<p>1 police department or not -- who's accused of sexual 2 harassment, is that something that should be 3 brought to your attention? 4 A. Yes. 5 Q. Okay. And is that a part of your 6 responsibility stemming from your oversight of the 7 policies in 30(b)(6) Exhibit 1? 8 A. Yes. 9 Q. Okay. And do you have any 10 responsibility, as HR director, to administer the 11 standard operating procedures that are in effect in 12 the Village of Melrose Park Police Department? 13 A. No. 14 Q. Do you know whose area of 15 responsibility that falls within? 16 MR. FOWLER: Objection to scope. 17 You can answer if you can. 18 BY THE WITNESS: 19 A. No. 20 BY MR. CASPER: 21 Q. Okay. So do you have any 22 responsibility to ensure employees of the Village 23 police department comply with the standard 24 operating procedures of the police department?</p> <p style="text-align: right;">Page 40</p>
<p>1 ensuring that employees of the Village comply with 2 the policies in 30(b)(6) Exhibit 1? 3 A. Yes. 4 Q. Okay. What is the nature of your 5 responsibility to make -- to ensuring the Village 6 employees comply with the policies in 30(b)(6) 7 Exhibit 1? 8 A. Well, normally -- I shouldn't say I'm 9 the sole person that does that but supervisors -- 10 you know, if there's an issue, supervisors notify 11 me and I more or less enforce the policies. 12 Q. Okay. So if you receive notification 13 that a non police department employee of the 14 Village is accused of, let's just say sexual 15 harassment -- okay -- would that be an issue that 16 would come -- that should be brought to your 17 attention? 18 A. Yes. 19 Q. Okay. Now if a police officer in the 20 Village of Melrose Park Police Department were 21 accused of, say, sexual harassment, is that 22 something that should be brought to your attention? 23 A. Yes. 24 Q. Okay. So any Village employee --</p> <p style="text-align: right;">Page 39</p>	<p>1 MR. FOWLER: Objection to scope. 2 You can answer if you can. 3 BY THE WITNESS: 4 A. No. 5 BY MR. CASPER: 6 Q. Okay. Do you know whose area of 7 responsibility that is? 8 MR. FOWLER: Objection to scope. 9 You can answer. 10 BY THE WITNESS: 11 A. Chief and the deputy chief. 12 BY MR. CASPER: 13 Q. Okay. What's your basis for saying 14 that that responsibility falls within the chief and 15 deputy chief of the police department? 16 A. Because I would -- The entire police 17 department falls under the responsibility of the 18 chief and the deputy chief. 19 Q. Okay. So let me ask you the question 20 this way: Are there any Village of Melrose Park 21 policies that you are responsible for ensuring 22 compliance with other than those contained in the 23 handbook at 30(b)(6) Exhibit 1? 24 MR. FOWLER: And you mean currently?</p> <p style="text-align: right;">Page 41</p>

<p>1 MR. CASPER: Currently.</p> <p>2 BY THE WITNESS:</p> <p>3 A. No.</p> <p>4 BY MR. CASPER:</p> <p>5 Q. Okay. Since 2017, have there been any</p> <p>6 policies you've been responsible -- as HR</p> <p>7 director -- to ensure employee compliance with</p> <p>8 other than those contained in the employee</p> <p>9 handbook?</p> <p>10 A. Are you saying the update?</p> <p>11 Can you rephrase that question,</p> <p>12 please?</p> <p>13 Q. Let me -- yeah, let me show you -- Let</p> <p>14 me withdraw that question and I'm going to show you</p> <p>15 another document marked 30(b)(6) Exhibit 2.</p> <p>16 MR. CASPER: If you want to mark that?</p> <p>17 (The document was thereupon marked</p> <p>18 30(b)(6) Exhibit No. 2, for</p> <p>19 identification, as of</p> <p>20 08/12/2020.)</p> <p>21 (The document was tendered.)</p> <p>22 BY MR. CASPER:</p> <p>23 Q. And can you identify 30(b)(6) Exhibit 2</p> <p>24 after reviewing it, Ms. Piemonte?</p> <p style="text-align: right;">Page 42</p>	<p>1 A. Yes.</p> <p>2 Q. All right. Can you tell me what's --</p> <p>3 if you know -- what's different between Exhibit 2</p> <p>4 and Exhibit 1? By which I mean why were they</p> <p>5 updated and if there's language that was changed,</p> <p>6 can you direct me to what that would be?</p> <p>7 MR. FOWLER: Objection. Asked and</p> <p>8 answered.</p> <p>9 You can go ahead and do it again.</p> <p>10 BY THE WITNESS:</p> <p>11 A. The change was on Page No. 5 under the</p> <p>12 Complaint -- right beneath the Complaint</p> <p>13 procedure, Reporting procedures for elected</p> <p>14 officials. It's underlined in the --</p> <p>15 BY MR. CASPER:</p> <p>16 Q. Are you referring to Exhibit 1?</p> <p>17 A. Yes.</p> <p>18 Q. Okay. So it's Exhibit --</p> <p>19 A. It's underlined on Page 5.</p> <p>20 Q. All right. There we go. So if I go to</p> <p>21 Page 5 of Exhibit 1, the entire section titled</p> <p>22 Reporting procedures for elected officials, as you</p> <p>23 indicate that's underlined, that's what was added</p> <p>24 to the handbook between 2018 and 2020.</p> <p style="text-align: right;">Page 44</p>
<p>1 A. The Village of Melrose Park employee</p> <p>2 handbook.</p> <p>3 Q. All right. And is this a different</p> <p>4 version from Exhibit 1?</p> <p>5 A. Yes.</p> <p>6 Q. All right. How so?</p> <p>7 A. There was an amendment made to the</p> <p>8 harassment involving elected Village officials.</p> <p>9 Q. Okay. And can you direct me to</p> <p>10 where -- Well, we'll talk about that in a second.</p> <p>11 Where is the discrimination and</p> <p>12 harassment language contained in Exhibit 2?</p> <p>13 A. Section 2.4, 2.5.</p> <p>14 Q. What about 2.1?</p> <p>15 A. That's the EEO, yes.</p> <p>16 Q. Okay.</p> <p>17 A. EOE.</p> <p>18 Q. So a moment ago you'd identified</p> <p>19 Sections 2.1, 2.4 and 2.5 as containing the</p> <p>20 Village's policies currently relative to EEO and</p> <p>21 discrimination and harassment.</p> <p>22 Those are the same sections that govern</p> <p>23 those topics in the 2018 manual at Exhibit 2.</p> <p>24 Would you agree with that?</p> <p style="text-align: right;">Page 43</p>	<p>1 A. Correct.</p> <p>2 Q. Okay. Was there anything else that was</p> <p>3 changed between 2018 and 2020 in the handbooks?</p> <p>4 A. No.</p> <p>5 Q. And it appears that the 2020 change is</p> <p>6 just relative to -- as I read it -- sexual</p> <p>7 harassment, is that correct?</p> <p>8 A. Yes.</p> <p>9 Q. All right. So there weren't any</p> <p>10 updates between 2018 and 2020 -- updates or changes</p> <p>11 relative to race-based harassment. Is that true?</p> <p>12 A. Sorry. I have to find my glasses.</p> <p>13 Sorry. It's taking me a minute to . . .</p> <p>14 Q. That's okay.</p> <p>15 (Pause.)</p> <p>16 THE WITNESS: I'm just checking if</p> <p>17 there's any changes.</p> <p>18 MR. CASPER: Take your time.</p> <p>19 (Pause.)</p> <p>20 BY THE WITNESS:</p> <p>21 A. No.</p> <p>22 BY MR. CASPER:</p> <p>23 Q. All right. And there weren't any</p> <p>24 updates between 2018 and 2020 relative to</p> <p style="text-align: right;">Page 45</p>

<p>1 retaliation for protected activity. By which I</p> <p>2 mean filing complaints, charges, that kind of</p> <p>3 thing, were there?</p> <p>4 A. No.</p> <p>5 Q. Okay. And were you consulted at all by</p> <p>6 anyone about the change in sexual harassment policy</p> <p>7 between 2018 and 2020 that's reflected in these</p> <p>8 Exhibits 1 and 2?</p> <p>9 A. No.</p> <p>10 Q. Okay. Do you know who, by title or</p> <p>11 position, was involved in that policy change?</p> <p>12 A. There were two attorneys at Del</p> <p>13 Galdo's law office -- Matt Jones and Julie Diemer.</p> <p>14 Q. So that update in the Village handbook</p> <p>15 relative to sexual harassment was something that</p> <p>16 the legal office of Del Galdo took care of, is that</p> <p>17 correct?</p> <p>18 A. Correct.</p> <p>19 Q. All right. Was anybody in your office</p> <p>20 involved in that update?</p> <p>21 A. No.</p> <p>22 Q. Okay. To your knowledge, was anybody</p> <p>23 in your office consulted in any way about that</p> <p>24 update?</p> <p style="text-align: right;">Page 46</p>	<p>1 A. Yes.</p> <p>2 Q. All right. So in other words, other</p> <p>3 than the changes we're about to get to in a second,</p> <p>4 were there any other changes made to Exhibit 3</p> <p>5 between 1999 and 2018?</p> <p>6 MR. FOWLER: Objection. Form.</p> <p>7 She can't know when you say what other</p> <p>8 changes we're going to get into in a second.</p> <p>9 MR. CASPER: All right. Good point.</p> <p>10 This is -- I'm sorry. This is confusing but --</p> <p>11 Strike that question.</p> <p>12 I'm also going to mark this document</p> <p>13 Exhibit -- 30(b)(6) Exhibit 4.</p> <p>14 (The document was thereupon marked</p> <p>15 30(b)(6) Exhibit No. 4, for</p> <p>16 identification, as of</p> <p>17 08/12/2020.)</p> <p>18 (The document was tendered.)</p> <p>19 BY MR. CASPER:</p> <p>20 Q. All right. So do you have 30(b)(6)</p> <p>21 Exhibits 3 and 4 in front of you?</p> <p>22 A. Yes.</p> <p>23 Q. And what is 30(b)(6) Exhibit 4?</p> <p>24 A. Exhibit 4 is a letter from the</p> <p style="text-align: right;">Page 48</p>
<p>1 A. No.</p> <p>2 Q. All right. Now bear with me.</p> <p>3 MR. CASPER: Off the record for a</p> <p>4 second.</p> <p>5 (Discussion was had off the record.)</p> <p>6 MR. CASPER: Back on.</p> <p>7 I'm going to show you what's been</p> <p>8 marked as 30(b)(6) Exhibit 3.</p> <p>9 If you want to mark that?</p> <p>10 (The document was thereupon marked</p> <p>11 30(b)(6) Exhibit No. 3, for</p> <p>12 identification, as of</p> <p>13 08/12/2020.)</p> <p>14 (The document was tendered.)</p> <p>15 BY MR. CASPER:</p> <p>16 Q. All right. Can you tell me what</p> <p>17 30(b)(6) Exhibit 3 is after reviewing it?</p> <p>18 A. The Village of Melrose Park handbook.</p> <p>19 Q. All right. And I understand that there</p> <p>20 are going to be some changes made to that that</p> <p>21 we'll get to that in a second. But Exhibit 3, is</p> <p>22 this a copy of the Village of Melrose Park handbook</p> <p>23 that existed prior to the 2018 version we were</p> <p>24 looking at as Exhibit 2?</p> <p style="text-align: right;">Page 47</p>	<p>1 previous human resources director with updates to</p> <p>2 the employee handbook of 1999.</p> <p>3 Q. Okay. So Exhibit 3 -- When was</p> <p>4 Exhibit 4 issued?</p> <p>5 A. January 10th of 2000.</p> <p>6 Q. Okay. So if you take Exhibit 3 and</p> <p>7 Exhibit 4, is it correct to say that those two</p> <p>8 exhibits comprise the Village of Melrose Park</p> <p>9 employee handbook between 2000 and 2018?</p> <p>10 A. Yes.</p> <p>11 Q. Okay. So there weren't any other</p> <p>12 changes made to the Village of Melrose Park</p> <p>13 employee handbook between 2000, as reflected in</p> <p>14 Exhibit 4, and the handbook version we have at</p> <p>15 Exhibit 2?</p> <p>16 A. I can only state from 2014 to '18.</p> <p>17 Q. Okay. And can you -- Okay. So between</p> <p>18 the four exhibits that you have in front of you,</p> <p>19 can you -- is one of those the employee handbook</p> <p>20 that you were utilizing in 2014, '15, '16, '17 and</p> <p>21 '18?</p> <p>22 A. Yes.</p> <p>23 Q. Which one -- Which document is that by</p> <p>24 exhibit number?</p> <p style="text-align: right;">Page 49</p>

<p>1 A. That would be Exhibit 3.</p> <p>2 Q. All right. Exhibit 3 plus the</p> <p>3 supplement in Exhibit 4?</p> <p>4 A. Yes.</p> <p>5 Q. Okay. So there wasn't some other</p> <p>6 version of the handbook that you were utilizing</p> <p>7 between 2014 and 2018 other than what's in</p> <p>8 Exhibits 3 and 4.</p> <p>9 A. No.</p> <p>10 Q. Okay. And in Exhibit 3, can you direct</p> <p>11 me to where the discrimination and harassment</p> <p>12 policy language would be?</p> <p>13 A. The EEO would be Section 100.3.</p> <p>14 Q. That's -- Is that the document Bates</p> <p>15 stamped 4098 in the numbers at the bottom?</p> <p>16 A. Oh, I'm sorry. I'm looking at mine.</p> <p>17 Q. Do you mind referring to the actual --</p> <p>18 A. Yes.</p> <p>19 Q. The exhibit the court reporter gave</p> <p>20 you?</p> <p>21 A. 4098.</p> <p>22 Q. All right. And what is at Page 4098 of</p> <p>23 Exhibit 3?</p> <p>24 A. And 100.4. So it would be 4099.</p> <p style="text-align: right;">Page 50</p>	<p>1 that's where I wanted to go.</p> <p>2 A. Sorry.</p> <p>3 Q. And between 2014 and 2018 -- I just</p> <p>4 want to be clear. For that time period, did you</p> <p>5 have any responsibility, as HR director, to</p> <p>6 administer the police department's SOPs?</p> <p>7 A. No.</p> <p>8 Q. Okay. Did you ever review the police</p> <p>9 department's SOPs relative to discrimination and</p> <p>10 harassment between 2014 and 2018?</p> <p>11 A. No.</p> <p>12 Q. And between the years 2014 to 2018, was</p> <p>13 there someone in your office who was charged with</p> <p>14 overseeing the police department's SOPs related to</p> <p>15 discrimination and harassment?</p> <p>16 A. No.</p> <p>17 Q. And in those years, '14 to '18, what</p> <p>18 person, by title or appointed position, was</p> <p>19 responsible for administering those police</p> <p>20 department SOPs relative to discrimination and</p> <p>21 harassment?</p> <p>22 MR. FOWLER: Objection to scope.</p> <p>23 You can answer if you can.</p> <p>24</p> <p style="text-align: right;">Page 52</p>
<p>1 Q. Okay. And Pages 4098 and 4099, are</p> <p>2 these the EEO and harassment discrimination</p> <p>3 policies that were in effect for the Village</p> <p>4 between 2014 and the update in 2018?</p> <p>5 A. Yes.</p> <p>6 Q. Were there any other policies governing</p> <p>7 such topics between 2014 and 2018 for the Village?</p> <p>8 MR. FOWLER: And again excluding the</p> <p>9 SOPs of the police department.</p> <p>10 BY THE WITNESS:</p> <p>11 A. No.</p> <p>12 BY MR. CASPER:</p> <p>13 Q. I'm excluding the SOPs of the police</p> <p>14 department.</p> <p>15 A. No.</p> <p>16 Q. Your answer is no?</p> <p>17 A. Yes.</p> <p>18 Q. All right. So in other words, just for</p> <p>19 clarity, Pages 4098 and 4099 constitute the entire</p> <p>20 Village of Melrose Park EEO and sexual and other</p> <p>21 unlawful harassment policies in effect other than</p> <p>22 those in the police department for 2014 to 2018.</p> <p>23 A. Yes.</p> <p>24 Q. Okay. It's a long way to get there but</p> <p style="text-align: right;">Page 51</p>	<p>1 BY THE WITNESS:</p> <p>2 A. I don't know.</p> <p>3 BY MR. CASPER:</p> <p>4 Q. You don't know?</p> <p>5 A. No.</p> <p>6 Q. And -- Just a second.</p> <p>7 (Pause.)</p> <p>8 BY MR. CASPER:</p> <p>9 Q. One of the topics -- This is Topic 7</p> <p>10 we're really talking about right now. And Topic 7</p> <p>11 and Topic 8, these are about the EEO and harassment</p> <p>12 policies. Okay?</p> <p>13 One of the components of the topic was</p> <p>14 the Village's response in investigation protocol</p> <p>15 when it receives a complaint about discrimination</p> <p>16 and harassment. Okay?</p> <p>17 So I'm not trying to ask you about a</p> <p>18 specific case right now but have you received any</p> <p>19 complaints about discrimination or harassment as</p> <p>20 human resources director between 2014 and 2018?</p> <p>21 A. Yes.</p> <p>22 Q. Can you put a number on approximately</p> <p>23 how many such complaints you received in that time</p> <p>24 frame?</p> <p style="text-align: right;">Page 53</p>

<p>1 A. I don't recall.</p> <p>2 Q. Okay. Is it hundreds or less than</p> <p>3 that?</p> <p>4 A. Less than that.</p> <p>5 Q. Okay. Could you put a range on the</p> <p>6 number you may have received? Like less than five</p> <p>7 or something more than that?</p> <p>8 A. Less than five.</p> <p>9 Q. Okay. So as you sit here today, you</p> <p>10 can say that you received less than five</p> <p>11 discrimination or harassment complaints between</p> <p>12 2014 and 2018.</p> <p>13 A. I would say so, yes.</p> <p>14 Q. Okay. And were you responsible for</p> <p>15 investigating such complaints after receiving them?</p> <p>16 A. Depends.</p> <p>17 Q. Okay. What did that depend on?</p> <p>18 A. Whether it was formal or informal.</p> <p>19 Q. And that's -- Okay.</p> <p>20 MR. BERSANI: I'm sorry. I didn't hear</p> <p>21 that.</p> <p>22 THE WITNESS: Depends whether it was</p> <p>23 formal or informal.</p> <p>24 MR. BERSANI: Thank you.</p> <p style="text-align: right;">Page 54</p>	<p>1 A. Informal.</p> <p>2 Q. Informal. Okay.</p> <p>3 What is a formal complaint?</p> <p>4 A. A formal complaint, the complaint is</p> <p>5 received. It is then sent to the legal office and</p> <p>6 the insurance company.</p> <p>7 Q. All right. And is that informal versus</p> <p>8 formal split, is that written anywhere in Village</p> <p>9 of Melrose Park policy?</p> <p>10 A. No.</p> <p>11 Q. Okay. So where did that split between</p> <p>12 formal and informal treatment of these complaints</p> <p>13 come from?</p> <p>14 A. It's combined in the harassment</p> <p>15 policy. It says formal or informal.</p> <p>16 Q. All right. Is this formal --</p> <p>17 A. It's not in writing.</p> <p>18 Q. All right. So when you say it's</p> <p>19 combined in the harassment policy, what's your</p> <p>20 basis for saying that?</p> <p>21 A. Well, if you look at Exhibit 1 and you</p> <p>22 look at the Complaint procedure -- I'm sorry. It</p> <p>23 is not split up in there.</p> <p>24 (Pause.)</p> <p style="text-align: right;">Page 56</p>
<p>1 BY MR. CASPER:</p> <p>2 Q. Okay. And what's the meaning of that</p> <p>3 distinction, informal versus formal as you're using</p> <p>4 it?</p> <p>5 A. Well, it -- it all depends. Depends</p> <p>6 on who the person -- informal would either -- If</p> <p>7 you want me to walk you through the process, that</p> <p>8 would be --</p> <p>9 Q. That's -- That's really where I'm</p> <p>10 going.</p> <p>11 A. Okay.</p> <p>12 Q. So if you would like to do that right</p> <p>13 now, go ahead.</p> <p>14 A. Informal, it is usually either</p> <p>15 reported to HR or to a supervisor, manager --</p> <p>16 whoever an employee feels comfortable making their</p> <p>17 complaint to.</p> <p>18 If it comes to myself, I take the</p> <p>19 employee's complaint. I would bring it to the</p> <p>20 chief or the deputy chief's attention and the</p> <p>21 complaint would be handled at the police station.</p> <p>22 Q. That's --</p> <p>23 A. Investigated at the police station.</p> <p>24 Q. That's in the case of a formal?</p> <p style="text-align: right;">Page 55</p>	<p>1 BY MR. CASPER:</p> <p>2 Q. Okay. So is that --</p> <p>3 A. I take that back. It's not in here.</p> <p>4 I'm confusing it with your question.</p> <p>5 Q. Okay. So my -- my question was -- just</p> <p>6 so we're clear -- where, in writing right now, is</p> <p>7 there the informal complaint versus formal</p> <p>8 complaint distinction when it comes to harassment</p> <p>9 and discrimination?</p> <p>10 A. There's nothing in writing.</p> <p>11 Q. Okay. And then you were referring to</p> <p>12 Exhibit 1, which is the 2020 policy.</p> <p>13 Is that distinction, informal versus</p> <p>14 formal -- is that spelled out anywhere in</p> <p>15 Exhibit 3, which would be the policy or the</p> <p>16 handbook in effect up until 2018?</p> <p>17 A. No.</p> <p>18 Q. All right. And -- So when you just</p> <p>19 testified that there's -- complaints are treated</p> <p>20 differently based upon them being formal or</p> <p>21 informal, if it's not written out anywhere, where</p> <p>22 does that distinction come from?</p> <p>23 A. Well, what we consider informal is if</p> <p>24 an employee reports a complaint. That would be</p> <p style="text-align: right;">Page 57</p>

<p>1 informal.</p> <p>2 A formal complaint we would get from</p> <p>3 the EEOC.</p> <p>4 Q. Okay. And that distinction between</p> <p>5 informal and formal, is that written anywhere or is</p> <p>6 this just --</p> <p>7 A. No.</p> <p>8 Q. Okay. And do you know how many</p> <p>9 complaints -- or how many charges you've received</p> <p>10 from the EEOC against the Village of Melrose Park</p> <p>11 since 2014?</p> <p>12 A. No.</p> <p>13 Q. Any?</p> <p>14 A. I don't recall.</p> <p>15 Q. If you -- If the Village of Melrose</p> <p>16 Park does receive an EEOC charge, does that go to</p> <p>17 your office?</p> <p>18 A. Depends.</p> <p>19 Q. Depends on what?</p> <p>20 A. Where the -- they send it.</p> <p>21 Sometimes they send it to the police</p> <p>22 station. Sometimes they send it to the address</p> <p>23 here.</p> <p>24 Q. All right. And is there any -- in</p> <p style="text-align: right;">Page 58</p>	<p>1 If the supervisor is unavailable or</p> <p>2 the employee believes it would be inappropriate to</p> <p>3 contact that person, the employee should</p> <p>4 immediately contact the human resources director</p> <p>5 or any other member of the management.</p> <p>6 Q. All right. And then the next paragraph</p> <p>7 after that beginning Any supervisor, can you read</p> <p>8 that first sentence?</p> <p>9 A. Any supervisor or manager who becomes</p> <p>10 aware of possible sexual or other unlawful</p> <p>11 harassment should promptly advise the human</p> <p>12 resources department or any other member of</p> <p>13 management who will handle the matter in a timely</p> <p>14 and confidential manner.</p> <p>15 Q. Now I notice that these two paragraphs,</p> <p>16 they just refer to sexual or other unlawful</p> <p>17 harassment. You agree with that?</p> <p>18 A. Yes.</p> <p>19 Q. Now what about someone who's</p> <p>20 experiencing discrimination?</p> <p>21 Would these two paragraphs apply to</p> <p>22 that?</p> <p>23 A. It is under the EEO policy.</p> <p>24 Q. Okay.</p> <p style="text-align: right;">Page 60</p>
<p>1 writing anywhere -- Strike that question. Sorry.</p> <p>2 Between 2014 to 2018, was there</p> <p>3 anywhere in writing notifying employees of where</p> <p>4 they should make a complaint of discrimination or</p> <p>5 harassment to?</p> <p>6 A. It is in the handbook.</p> <p>7 Q. All right. And would that be the same</p> <p>8 two pages we've been looking at, 4098 and 4099, of</p> <p>9 Exhibit 3?</p> <p>10 A. That's the complaint procedure.</p> <p>11 Q. All right. And where -- where is that</p> <p>12 complaint procedure on those two pages?</p> <p>13 A. For Exhibit 1?</p> <p>14 Q. No, exhibit -- Let's use Exhibit 3.</p> <p>15 A. It is under page -- Section 100:4under</p> <p>16 Sexual and other unlawful harassment, Paragraph 3.</p> <p>17 Q. All right. So that state -- well, what</p> <p>18 can -- Can you state what -- in what part of that</p> <p>19 paragraph you're referring to the complaint</p> <p>20 procedure?</p> <p>21 A. Any employee who wants to report an</p> <p>22 incident of sexual or other unlawful harassment</p> <p>23 should promptly report the matter to his or her</p> <p>24 supervisor.</p> <p style="text-align: right;">Page 59</p>	<p>1 A. Section 100:3.</p> <p>2 Q. So that's the prior page, Page 4099, of</p> <p>3 Exhibit 3?</p> <p>4 A. Yes.</p> <p>5 Q. Okay. And where on that page do we see</p> <p>6 a reporting procedure relative to --</p> <p>7 A. The bottom paragraph.</p> <p>8 Q. Relative to discrimination.</p> <p>9 The bottom paragraph?</p> <p>10 A. Yes.</p> <p>11 Q. Okay. And --</p> <p>12 A. Did you want me to read it?</p> <p>13 Q. I do.</p> <p>14 A. Any employee with questions or</p> <p>15 concerns about any type of discrimination in the</p> <p>16 workplace are encouraged to bring these issues to</p> <p>17 the attention of their supervisor or to human</p> <p>18 resources.</p> <p>19 Q. All right. And in 2018, were employees</p> <p>20 being provided any kind of training relative to the</p> <p>21 policy on Page 4098 of Exhibit 3?</p> <p>22 MR. FOWLER: Objection to scope.</p> <p>23 You can answer if you can.</p> <p>24 MR. CASPER: You can answer.</p> <p style="text-align: right;">Page 61</p>

<p>1 That's the page we were just looking 2 at. 3 THE WITNESS: Yeah. 4 Oh, sorry. I have the wrong -- 5 MR. CASPER: Here. Let's just back up 6 a second. 7 BY MR. CASPER: 8 Q. Just to make this easier, I'm just 9 looking at Exhibit 3. Can you take that and put 10 that in front of you? 11 A. Sorry. 12 Q. And Page 4098 is the Bates stamped 13 number on the bottom right. 14 A. Sorry. 15 Q. Okay. Are you there? 16 A. Yes. 17 Q. Okay. Just -- If you just want to keep 18 this in front of you? 19 We were talking about the last -- the 20 bottom paragraph. My question was are employees 21 provided any kind of yearly training about this 22 document, 4098? 23 MR. FOWLER: And again objection to 24 scope.</p> <p style="text-align: right;">Page 62</p>	<p>1 What's the expectation about where such 2 an employee is supposed to report that 3 discrimination under this language? 4 A. It says a supervisor and if it is the 5 supervisor, they should report it to human 6 resources. 7 Q. Okay. But it doesn't say that in here, 8 does it? It just says to bring these issues to the 9 attention of their supervisor or to human 10 resources, right? 11 A. Yes. 12 Q. Is there anything in writing about 13 specifically what to do in the circumstance where 14 an -- it is a supervisor who is in fact doing the 15 alleged discrimination? 16 I mean I know this says supervisor or 17 to human resources but is there anything that 18 spells out a reporting procedure for that 19 circumstance more specifically than this? 20 A. In this handbook, no. 21 Q. In anywhere else for the Village, 22 unrelated to the police department, is there such 23 language written anywhere? 24 MR. FOWLER: Are you asking since 2018</p> <p style="text-align: right;">Page 64</p>
<p>1 You can answer if you can. 2 BY THE WITNESS: 3 A. I'm not sure what year we started, but 4 every couple years we do harassment training. 5 BY MR. CASPER: 6 Q. Okay. And is that something employees 7 are required to take online, in person or some 8 other means? 9 A. In person. 10 Q. Okay. Do you remember the last year 11 that was administered? 12 A. I don't recall. 13 Q. All right. And so this paragraph on 14 Page 4098, is this the only language about how 15 employees are supposed to report discrimination if 16 they experience it? 17 MR. FOWLER: And again you're 18 excluding the SOPs in the police department? 19 MR. CASPER: Yes. 20 BY THE WITNESS: 21 A. Yes. 22 BY MR. CASPER: 23 Q. Now what if the discrimination is 24 coming from the employee's supervisor?</p> <p style="text-align: right;">Page 63</p>	<p>1 or limited to this time period? 2 MR. CASPER: Limited to 2014 to 2018. 3 BY THE WITNESS: 4 A. No, not that I can recall. 5 BY MR. CASPER: 6 Q. Has any such policy been enacted since 7 2018? 8 MR. FOWLER: You want her to look at 9 the 2018 and the 2020 handbooks? 10 MR. CASPER: Okay. Why don't we do 11 that. 12 BY THE WITNESS: 13 A. I think the only change was -- The 14 only difference I could see is it says or any 15 other member of management with whom you feel 16 comfortable. 17 BY MR. CASPER: 18 Q. All right. And what document are you 19 referring to with that? Is that Exhibit 1, 20 Exhibit 2? 21 A. This is Exhibit 2. 22 Q. All right. And where is that change on 23 Exhibit 2? 24 A. Underneath the Complaint procedure.</p> <p style="text-align: right;">Page 65</p>

<p>1 Q. Is this --</p> <p>2 A. The first paragraph.</p> <p>3 Q. Is this Page 3466?</p> <p>4 A. Yes.</p> <p>5 3467. I'm sorry.</p> <p>6 Q. All right. So I think before -- and I</p> <p>7 don't want to misquote your testimony. But I think</p> <p>8 before I'd asked you if there was any differences</p> <p>9 between -- Strike that question. We don't need to</p> <p>10 ask that.</p> <p>11 Okay. So effective July 2018,</p> <p>12 according to Exhibit 2, the -- did the complaint</p> <p>13 procedure -- with respect to unlawful</p> <p>14 discrimination experienced by an employee -- change</p> <p>15 in any way with respect to who they're required to</p> <p>16 report it to?</p> <p>17 A. Between 18 -- Exhibit 1 and 2?</p> <p>18 Q. Well, no. This would be between</p> <p>19 Exhibits 3 and 2; going from pre 2018 to July 2018.</p> <p>20 (Pause.)</p> <p>21 BY MR. CASPER:</p> <p>22 Q. You know, I can make this question a</p> <p>23 little more streamlined. Why don't I do that.</p> <p>24 Let's do it this way.</p> <p style="text-align: right;">Page 66</p>	<p>1 Q. Okay. Now you agree with me that</p> <p>2 between -- that prior to July 1st, 2018 and after</p> <p>3 July 1st, 2018, the complaint procedure language</p> <p>4 changed to that that I just read on Page 3467,</p> <p>5 correct?</p> <p>6 A. Yes.</p> <p>7 Q. Do you know why that language changed</p> <p>8 between Exhibit 3 and Exhibit 2?</p> <p>9 A. No.</p> <p>10 Q. Were you consulted in any way about</p> <p>11 that language changing?</p> <p>12 A. No.</p> <p>13 Q. Do you -- Did you give any input about</p> <p>14 that language changing?</p> <p>15 A. No.</p> <p>16 Q. Do you know why that language was</p> <p>17 changed?</p> <p>18 A. No.</p> <p>19 Q. So the pre July 1st, 2018 language just</p> <p>20 stated that employees were encouraged to bring</p> <p>21 discrimination issues to the attention of their</p> <p>22 supervisor or to human resources. And then that</p> <p>23 expanded to supervisor, department manager, the</p> <p>24 director of human resources or any other member of</p> <p style="text-align: right;">Page 68</p>
<p>1 In Exhibit 3, which is the pre 2018</p> <p>2 policy, we just read the paragraph that states any</p> <p>3 employee with questions or concerns about any type</p> <p>4 of discrimination in the workplace are encouraged</p> <p>5 to bring these issues to the attention of their</p> <p>6 supervisor or to human resources.</p> <p>7 Do you recall going over that a moment</p> <p>8 ago?</p> <p>9 A. Yes.</p> <p>10 Q. Okay. Now if we go -- fast forward</p> <p>11 ahead to Exhibit 2, this is the 2000 -- July 1st,</p> <p>12 2018 handbook. The language appears to change to</p> <p>13 any employee who believes he or she has been</p> <p>14 subject to or a witness to illegal discrimination,</p> <p>15 including sexual or other forms of unlawful</p> <p>16 harassment, is requested and encouraged to make a</p> <p>17 complaint. You may complain directly to your</p> <p>18 immediate supervisor or department manager, the</p> <p>19 director of human resources or any other member of</p> <p>20 management with whom you feel comfortable bringing</p> <p>21 such a complaint. That's on Page 3467 of</p> <p>22 Exhibit 2 -- that language I just read.</p> <p>23 Are you familiar with that?</p> <p>24 A. Yes.</p> <p style="text-align: right;">Page 67</p>	<p>1 management with whom you feel comfortable bringing</p> <p>2 such a complaint.</p> <p>3 Is it your testimony you don't have any</p> <p>4 knowledge as to why that language was expanded?</p> <p>5 A. Correct.</p> <p>6 Q. Did you ever investigate any complaints</p> <p>7 of discrimination made by John Scatchell, Senior,</p> <p>8 the plaintiff in this case?</p> <p>9 MR. FOWLER: Objection to scope.</p> <p>10 You can answer.</p> <p>11 BY THE WITNESS:</p> <p>12 A. No.</p> <p>13 BY MR. CASPER:</p> <p>14 Q. Were any such complaints of</p> <p>15 discrimination ever brought to your attention in</p> <p>16 the years 2017 or 2018?</p> <p>17 MR. FOWLER: Objection to scope.</p> <p>18 You can answer if you can.</p> <p>19 MR. CASPER: For the record, I think</p> <p>20 this is within the scope of complaint, response,</p> <p>21 protocol and investigations of formal or informal</p> <p>22 complaints.</p> <p>23 Anyway, you can answer.</p> <p>24</p> <p style="text-align: right;">Page 69</p>

<p>1 BY THE WITNESS:</p> <p>2 A. I don't recall --</p> <p>3 BY MR. CASPER:</p> <p>4 Q. And --</p> <p>5 A. -- the years.</p> <p>6 Q. Did you ever have any involvement in</p> <p>7 investigating any such complaints of discrimination</p> <p>8 or harassment filed by John Scatchell, Senior in</p> <p>9 2017 or 2018?</p> <p>10 A. No.</p> <p>11 Q. Were you ever consulted about any such</p> <p>12 complaints?</p> <p>13 A. No.</p> <p>14 Q. Were you ever given any records in 2017</p> <p>15 or 2018 pertaining to such complaints made by John</p> <p>16 Scatchell, Senior?</p> <p>17 A. I don't recall the year.</p> <p>18 Q. Okay. Was there a year where you were</p> <p>19 given records pertaining to such complaints filed</p> <p>20 by John Scatchell, Senior?</p> <p>21 A. Yes.</p> <p>22 Q. What year were you first given such</p> <p>23 records?</p> <p>24 A. I don't recall.</p> <p style="text-align: right;">Page 70</p>	<p>1 A. Yes.</p> <p>2 Q. What kinds of records were they?</p> <p>3 A. I don't recall specifically.</p> <p>4 Q. Did you undertake any investigation</p> <p>5 into the subject matter of those records after</p> <p>6 receiving them?</p> <p>7 A. No.</p> <p>8 Q. Did you do anything with those records</p> <p>9 after receiving them?</p> <p>10 A. Put them in a file.</p> <p>11 Q. Where is that file located?</p> <p>12 A. Upstairs in the human resources</p> <p>13 department.</p> <p>14 Q. Are they still there?</p> <p>15 A. Yes.</p> <p>16 Q. What's the nature of these documents</p> <p>17 you're referring to?</p> <p>18 A. I don't recall.</p> <p>19 Q. And have you produced them to an</p> <p>20 attorney for production in this case?</p> <p>21 A. Actually the attorney produced them to</p> <p>22 me.</p> <p>23 Q. Okay. And have you ever been asked to</p> <p>24 produce those to anyone since?</p> <p style="text-align: right;">Page 72</p>
<p>1 Q. Do you remember by whom you were given</p> <p>2 such records?</p> <p>3 A. Actually from our legal office.</p> <p>4 Q. Okay. And was that sometime after --</p> <p>5 Strike that question.</p> <p>6 Okay. Were you ever asked to conduct</p> <p>7 any investigation, relative to those complaints,</p> <p>8 after being given them by the legal office?</p> <p>9 A. No.</p> <p>10 Q. Did you ever undertake, on your own, to</p> <p>11 conduct any such investigations?</p> <p>12 A. No.</p> <p>13 Q. What did you do with those complaints</p> <p>14 after receiving them from the legal office?</p> <p>15 MR. FOWLER: Objection. Form.</p> <p>16 You said complaints earlier. She</p> <p>17 said -- You asked about documents.</p> <p>18 MR. CASPER: Let me rephrase the</p> <p>19 question.</p> <p>20 BY MR. CASPER:</p> <p>21 Q. What was the nature of the material you</p> <p>22 were given by the legal office as it pertains to</p> <p>23 John Scatchell, Senior? Were they records of some</p> <p>24 kind?</p> <p style="text-align: right;">Page 71</p>	<p>1 A. I don't recall.</p> <p>2 Q. And did you assign anyone in your</p> <p>3 office to investigate the subject matter of those</p> <p>4 documents?</p> <p>5 A. In my office? No.</p> <p>6 Q. Outside of your office, did you assign</p> <p>7 anyone to investigate the subject matter of those</p> <p>8 documents?</p> <p>9 A. No.</p> <p>10 Q. And did you ever interview John</p> <p>11 Scatchell, Senior relative to the subject matter of</p> <p>12 those documents?</p> <p>13 A. No.</p> <p>14 Q. Did you ever interview John Scatchell,</p> <p>15 Senior relative to any complaints of discrimination</p> <p>16 or harassment that he made?</p> <p>17 A. No.</p> <p>18 Q. Did you ever assign anyone in your</p> <p>19 office to do so?</p> <p>20 A. No.</p> <p>21 Q. What about -- We've been talking about</p> <p>22 discrimination and harassment.</p> <p>23 What about retaliation for a Village</p> <p>24 employee filing -- filing a charge of</p> <p style="text-align: right;">Page 73</p>

<p>1 discrimination or reporting discrimination? Is</p> <p>2 that prohibited by Village policy?</p> <p>3 A. Yes.</p> <p>4 Q. Okay. And where's the anti -- I'm</p> <p>5 going to call it -- Strike that.</p> <p>6 Where's the anti-retaliation policy in</p> <p>7 effect in Melrose Park? Is it in the handbook</p> <p>8 somewhere?</p> <p>9 A. Yes.</p> <p>10 Q. And --</p> <p>11 A. It's not a separate policy.</p> <p>12 Q. Okay. So is it the same policies we</p> <p>13 were just looking at before?</p> <p>14 A. It's combined in the complaint</p> <p>15 procedure policy.</p> <p>16 Q. Okay. So if we look at Exhibit 3,</p> <p>17 which is the pre July 1st, 2018 handbook, is the</p> <p>18 anti-retaliation policy language also contained at</p> <p>19 Pages 4098 and 4099?</p> <p>20 A. In the last paragraph in -- at 4098.</p> <p>21 Employees can raise concern and make reports</p> <p>22 without fear of reprisal.</p> <p>23 Q. And is that the only language in this</p> <p>24 handbook in effect at this time governing</p> <p style="text-align: right;">Page 74</p>	<p>1 A. Sure.</p> <p>2 No retaliation or other adverse action</p> <p>3 will be taken against an employee for making a</p> <p>4 complaint or report of discrimination or</p> <p>5 harassment or for asking -- for assisting in the</p> <p>6 investigation of any such complaint or report.</p> <p>7 Q. All right. And were you ever involved</p> <p>8 in writing that anti-retaliation language that we</p> <p>9 just referenced?</p> <p>10 A. No.</p> <p>11 Q. Were you involved in writing any of the</p> <p>12 anti-retaliation language we reference in</p> <p>13 Exhibit 3, the pre 2018 policy?</p> <p>14 A. No.</p> <p>15 Q. Were you ever consulted about drafting</p> <p>16 such language?</p> <p>17 A. No.</p> <p>18 Q. Do you know why that language was</p> <p>19 expanded between Exhibit 3 and Exhibit 2?</p> <p>20 A. No.</p> <p>21 Q. Did you ever investigate any complaints</p> <p>22 of retaliation filed by John Scatchell, Senior</p> <p>23 relative to -- Well, that's my question.</p> <p>24 Did you ever investigate any complaints</p> <p style="text-align: right;">Page 76</p>
<p>1 anti-retaliation?</p> <p>2 A. In Section 100:4, Page 4099.</p> <p>3 Q. What about that?</p> <p>4 A. It is in there as well.</p> <p>5 Q. Where is it in there?</p> <p>6 A. Oh, I'm sorry. It's the bottom --</p> <p>7 last sentence in the third paragraph.</p> <p>8 Q. And that says what?</p> <p>9 A. Employees can raise concerns and make</p> <p>10 reports without fear of reprisal.</p> <p>11 Q. Okay. So other than the two identified</p> <p>12 sentences on Pages 4098 and 4099 on Exhibit 3, is</p> <p>13 there any other anti-retaliation language contained</p> <p>14 in this employee handbook?</p> <p>15 A. No.</p> <p>16 Q. All right. And then if we move forward</p> <p>17 from there back to Exhibit 2, which is the handbook</p> <p>18 effective July 1st, 2018, where is the</p> <p>19 anti-retaliation language contained in that</p> <p>20 handbook?</p> <p>21 A. In the second paragraph under the</p> <p>22 Complaint procedure, Page 4 -- 3467.</p> <p>23 Q. Can you read that for me, please? I'm</p> <p>24 not sure what you're referring to.</p> <p style="text-align: right;">Page 75</p>	<p>1 of retaliation filed by John Scatchell, Senior in</p> <p>2 2017 or 2018?</p> <p>3 A. No.</p> <p>4 Q. What about after that, in 2019 or 2020?</p> <p>5 A. No.</p> <p>6 Q. Did you assign anyone under you to</p> <p>7 conduct any such investigation about a complaint of</p> <p>8 retaliation from John Scatchell, Senior?</p> <p>9 A. No.</p> <p>10 Q. In 2017 and '18, did you ever learn</p> <p>11 that John Scatchell, Senior -- whether or not he</p> <p>12 had filed any complaints alleging retaliation?</p> <p>13 A. I don't recall the year.</p> <p>14 Q. Okay. So at some year you did become</p> <p>15 aware that John Scatchell, Senior filed a complaint</p> <p>16 relative to retaliation?</p> <p>17 A. Yes.</p> <p>18 Q. How did you become aware of that?</p> <p>19 A. The legal office had sent us copies of</p> <p>20 the --</p> <p>21 MR. FOWLER: He asked how, so it's</p> <p>22 legal office.</p> <p>23 MR. CASPER: Okay.</p> <p>24</p> <p style="text-align: right;">Page 77</p>

<p>1 BY MR. CASPER:</p> <p>2 Q. And did you do anything after being so</p> <p>3 advised by the legal office?</p> <p>4 A. No.</p> <p>5 Q. Did you do anything to investigate the</p> <p>6 complaint of retaliation you'd been advised about</p> <p>7 from the legal office?</p> <p>8 A. No.</p> <p>9 Q. Did you direct anyone under your</p> <p>10 supervision to investigate such a complaint?</p> <p>11 A. No.</p> <p>12 Q. Why not?</p> <p>13 A. I don't investigate for the police</p> <p>14 department.</p> <p>15 Q. Okay. Do you know who does? Strike</p> <p>16 that question.</p> <p>17 As human resources director for Melrose</p> <p>18 Park, is it your testimony that you do not conduct</p> <p>19 investigations of complaints of retaliation filed</p> <p>20 by police department members?</p> <p>21 A. Yes.</p> <p>22 Q. Okay. Do you know, by title or</p> <p>23 position, who does do such investigations?</p> <p>24 A. As I stated earlier, they are sent to</p> <p style="text-align: right;">Page 78</p>	<p>1 the legal office and then to our insurance</p> <p>2 company.</p> <p>3 Q. Okay. So if a police department member</p> <p>4 files -- or -- or -- Strike that question.</p> <p>5 If a police department member wishes to</p> <p>6 complain informally about retaliation, is that an</p> <p>7 allegation that you would investigate, as human</p> <p>8 resources director, if it were reported to you?</p> <p>9 A. No.</p> <p>10 Q. If a Village employee who's not a</p> <p>11 police department member believes that they are the</p> <p>12 victim of retaliation, is that something your</p> <p>13 office would investigate if it was reported to you?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. And that's my question next --</p> <p>16 is why is there this difference in treatment</p> <p>17 between victim -- alleged victims of retaliation</p> <p>18 who are Village employees from victims of alleged</p> <p>19 retaliation who are police department employees?</p> <p>20 MR. FOWLER: Objection to scope.</p> <p>21 You can answer if you can.</p> <p>22 BY THE WITNESS:</p> <p>23 A. I can't answer that.</p> <p>24</p> <p style="text-align: right;">Page 80</p>
<p>1 our legal office.</p> <p>2 Q. How do you know that?</p> <p>3 A. They are received either -- As I said,</p> <p>4 depends where they're received. They're received</p> <p>5 at the police station or at the Village and we</p> <p>6 send them off to the legal office.</p> <p>7 Q. Is this the case with all retaliation</p> <p>8 complaints received from members of the Melrose</p> <p>9 Park Police Department?</p> <p>10 A. Any complaints.</p> <p>11 Q. Wait a second. I'm getting confused</p> <p>12 now.</p> <p>13 So you just stated a moment ago, I</p> <p>14 believe, that if it's a retaliation complaint from</p> <p>15 the police department you do not investigate that.</p> <p>16 A. Right.</p> <p>17 Q. Is that your testimony?</p> <p>18 A. Yes.</p> <p>19 Q. Okay. Now you seem to be saying that</p> <p>20 any complaints are not -- of retaliation -- are not</p> <p>21 investigated by your office.</p> <p>22 A. I'm sorry. Your specific -- No, any</p> <p>23 complaints, period.</p> <p>24 Formal complaints, as I stated, go to</p> <p style="text-align: right;">Page 79</p>	<p>1 BY MR. CASPER:</p> <p>2 Q. Okay.</p> <p>3 MR. FOWLER: Cass, you've been going</p> <p>4 about an hour and a half. Is it a good time to</p> <p>5 take a break?</p> <p>6 MR. CASPER: Sure. Yeah, we can take</p> <p>7 a break.</p> <p>8 (Whereupon a recess was taken.)</p> <p>9 MR. CASPER: Are you ready?</p> <p>10 THE WITNESS: Yes.</p> <p>11 MR. CASPER: Okay.</p> <p>12 Can you read back my last question?</p> <p>13 THE REPORTER: Question: "And that's</p> <p>14 my question next -- is why is there this</p> <p>15 difference in treatment between victim -- alleged</p> <p>16 victims of retaliation who are Village employees</p> <p>17 from victims of alleged retaliation who are police</p> <p>18 department employees?"</p> <p>19 There was an objection to scope.</p> <p>20 Answer: "I can't answer that."</p> <p>21 BY MR. CASPER:</p> <p>22 Q. All right. And did you hear the last</p> <p>23 question now as it was read back?</p> <p>24 A. Yes.</p> <p style="text-align: right;">Page 81</p>

<p>1 Q. Okay. And then was your answer I can't 2 answer that? 3 A. Yes. 4 Q. Is that because you don't know the 5 answer to that or -- 6 A. I do not know. 7 Q. Do you know how long there's been a 8 difference in treatment between investigations of 9 retaliation by police department members versus non 10 police department Village employees? 11 A. No. 12 Q. And let's -- backing up a second. 13 The Village of Melrose Park Police 14 Department, is that a subsidiary body of the 15 Village of Melrose Park as a village? 16 MR. FOWLER: Objection. Form. 17 If you understand it, you can answer. 18 Are you asking whether it has any kind 19 of separate legal existence? 20 MR. CASPER: That's what I'm asking. 21 BY THE WITNESS: 22 A. No. 23 BY MR. CASPER: 24 Q. Okay. So the Village of Melrose Park</p> <p style="text-align: right;">Page 82</p>	<p>1 trying to get at. Let me just ask this. Strike 2 that question. Let me ask this in a totally 3 different way. 4 BY MR. CASPER: 5 Q. The Village of Melrose Park has certain 6 elected officials in it. Do you agree with that? 7 A. Yes. 8 Q. Can you list what those would be in 9 general? 10 A. What -- The elected officials? 11 Q. Yes. 12 A. Their names or their titles? 13 Q. The titles. 14 A. There is trustee, plan, personnel 15 committee and -- oh, my God, I can't -- finance 16 committee I believe. 17 Q. Those are elected positions? 18 A. The elected officials? 19 Q. Yes. 20 A. Or are you talking like the treasurer? 21 We have the treasurer, the clerk. 22 MR. FOWLER: Objection to scope 23 BY THE WITNESS: 24 A. Are you saying the board of trustees</p> <p style="text-align: right;">Page 84</p>
<p>1 Police Department is -- has the same legal status, 2 for example, as the Village clerk or the fire 3 department or the public works department. Would 4 you agree with that characterization? 5 MR. FOWLER: Objection to form in the 6 sense it . . . 7 You can answer if you can. 8 THE WITNESS: Can you repeat it again? 9 I'm sorry. 10 MR. CASPER: Can you read the question 11 back? 12 THE REPORTER: Question: "So the 13 Village of Melrose Park Police Department is -- 14 has the same legal status, for example, as the 15 Village clerk or the fire department or the public 16 works department. Would you agree with that 17 characterization?" 18 MR. FOWLER: Cass, can I suggest you 19 reask the question without using the Village clerk 20 as an example? 21 MR. CASPER: Okay. 22 MR. FOWLER: I think that's an elected 23 position. 24 MR. CASPER: Okay. I know what I'm</p> <p style="text-align: right;">Page 83</p>	<p>1 or -- 2 BY MR. CASPER: 3 Q. Yeah, we're getting way afield here. 4 What I'm just trying to get at is is 5 there some reason that you're aware of why the 6 police department has its own procedure for 7 reporting discrimination and harassment from the 8 Village? 9 A. No. 10 Q. Okay. 11 A. I don't know. 12 Q. But there is a separate reporting 13 procedure for such matters at the police department 14 from the Village. Do you agree with that? 15 A. Yes. 16 Q. And you don't know why that is. 17 A. No. 18 Q. And you don't know how long there's 19 been a separate reporting procedure for the police 20 department members as opposed to Village employees. 21 A. No, I do not. 22 Q. Have you ever worked for any other 23 municipal governments? 24 A. No.</p> <p style="text-align: right;">Page 85</p>

<p>1 Q. And the Village policy with respect to 2 discrimination, harassment and retaliation, are 3 Village employees who become aware -- emphasis 4 aware -- of discrimination, harassment or 5 retaliation, are they expected to report that? 6 A. Yes. 7 Q. And to whom are they expected to report 8 such matters if they become aware of it? 9 A. To either human resources, their 10 supervisor or anyone else they feel comfortable 11 speaking to in a managerial position. 12 Q. And is that -- Okay. And why is that 13 the Village policy with respect to reporting of 14 discrimination, harassment or retaliation of which 15 Village employees become aware? 16 MR. FOWLER: Objection to scope. 17 You can answer if you can. 18 BY THE WITNESS: 19 A. It's the way it's written in the 20 handbook. 21 BY MR. CASPER: 22 Q. Okay. And employees who become aware 23 of discrimination, harassment or retaliation who do 24 not report same to any of the individuals you</p> <p style="text-align: right;">Page 86</p>	<p>1 BY MR. CASPER: 2 Q. Is that, if you know, a part of the 3 police department SOPs that asks them to report 4 such matters or is that a part of the Village 5 policy? 6 MR. FOWLER: Objection to scope. 7 You can answer if you can. 8 BY THE WITNESS: 9 A. I don't know. 10 BY MR. CASPER: 11 Q. Are you saying you don't know the 12 answer to that because the question is directed to 13 the police department policy? 14 A. Correct. 15 Q. Okay. And that's -- I know we've been 16 over this but that's because you don't administer 17 those SOPs. 18 A. Correct. 19 Q. Okay. Can you at least give me this 20 much? Like what is the name of the policies at the 21 police department that you do not administer as 22 human resources director? By which I mean is SOP 23 the correct term for those? 24 A. Yes.</p> <p style="text-align: right;">Page 88</p>
<p>1 listed, are they violating Village of Melrose Park 2 policy by not reporting that? 3 A. Yes. 4 Q. How so? 5 A. They're asked to report it. They -- 6 Well, I suppose it's not an actual violation. 7 They're asked to report it. 8 Q. And would they be violating Village 9 policy by not reporting their knowledge of 10 discrimination, retaliation or harassment? 11 A. They would not be. 12 Q. Have you ever been involved -- All 13 right. That's fine. 14 And to your knowledge, members of the 15 Melrose Park Police Department who become aware of 16 discrimination, harassment or retaliation, are they 17 also required to report same if they become aware 18 of it? 19 A. They -- 20 MR. FOWLER: Objection to scope. 21 You can answer if you can. 22 BY THE WITNESS: 23 A. They are asked to. They are not -- 24 you know, demanded to.</p> <p style="text-align: right;">Page 87</p>	<p>1 Q. Okay. Are there any other police 2 department policies you're aware of that you're not 3 charged with administering as HR director? 4 A. Well, they do have their collective 5 bargaining agreement that they follow that I'm not 6 in charge of. 7 Q. Okay. So other than the collective 8 bargaining agreement and what we're calling the 9 SOPs of the police department, are you aware of any 10 other policies of the police department that you 11 are not charged with administering as human 12 resources director of the Village? 13 A. No, I am unaware of any. 14 Q. And I'm only talking at a very general 15 level. Like we've referenced SOPs, the CBA. Some 16 police departments will have general orders. 17 Are you aware of any such item at the 18 Melrose Park Police Department? 19 A. No, I am not. 20 Q. Okay. So in other words, the universe 21 of policies and procedures at the Melrose Park 22 Police Department that you're aware of but don't 23 administer is the SOPs and the collective 24 bargaining agreement.</p> <p style="text-align: right;">Page 89</p>

<p>1 A. Yes.</p> <p>2 Q. Okay. But other than those two</p> <p>3 classifications of documents, is it true that</p> <p>4 you're responsible for administering all other</p> <p>5 policies in effect at Melrose Park?</p> <p>6 A. The employee handbook.</p> <p>7 Q. Other than the police department CBA</p> <p>8 and SOPs which we've just been talking about, are</p> <p>9 there any other policies relating to</p> <p>10 discrimination, harassment or retaliation at</p> <p>11 Melrose Park that you are not charged with</p> <p>12 administering?</p> <p>13 A. No.</p> <p>14 Q. Okay. So a concrete example of that</p> <p>15 question would be does the fire department at</p> <p>16 Melrose Park -- Is there a fire department here?</p> <p>17 A. Yes.</p> <p>18 Q. Do they have their own set of SOPs that</p> <p>19 you are not responsible to administer?</p> <p>20 A. I don't know.</p> <p>21 Q. Okay. What about public works?</p> <p>22 Do they have their own set of SOPs that</p> <p>23 you are not responsible to administer?</p> <p>24 A. No, they do not.</p> <p style="text-align: right;">Page 90</p>	<p>1 BY MR. CASPER:</p> <p>2 Q. Okay. I think we can get away from all</p> <p>3 that for the -- at least for the time being;</p> <p>4 hopefully, for good.</p> <p>5 I'm going to direct your attention to</p> <p>6 Topic 9, which is about the racial composition of</p> <p>7 Melrose Park. I understand -- Did you produce some</p> <p>8 documents today relative to this topic to your</p> <p>9 counsel?</p> <p>10 MR. FOWLER: Not today, but she's</p> <p>11 produced documents and we've produced them to you.</p> <p>12 MR. CASPER: Okay.</p> <p>13 Can we -- May we mark this Exhibit --</p> <p>14 30(b)(6) Exhibit 5?</p> <p>15 (The document was thereupon marked</p> <p>16 30(b)(6) Exhibit No. 5, for</p> <p>17 identification, as of</p> <p>18 08/12/2020.)</p> <p>19 MR. FOWLER: Let's try and use this</p> <p>20 one.</p> <p>21 BY MR. CASPER:</p> <p>22 Q. Okay. Looking at 30(b)(6) Exhibit 5 --</p> <p>23 and these are Bates range 4317 and they should be</p> <p>24 up through 4365.</p> <p style="text-align: right;">Page 92</p>
<p>1 Q. Okay. Does the fire department, if you</p> <p>2 know -- if you know -- have an SOP governing</p> <p>3 discrimination, harassment or retaliation?</p> <p>4 A. I don't know.</p> <p>5 Q. Do any of the -- how do you -- How do</p> <p>6 you phrase these different bodies within Melrose</p> <p>7 Park -- the police department, public works, the</p> <p>8 fire? Do you call them departments?</p> <p>9 A. Yes.</p> <p>10 Q. Okay. Do you consider them to be their</p> <p>11 own departments here in Melrose Park?</p> <p>12 A. Yes.</p> <p>13 Q. Do you consider them -- As human</p> <p>14 resources director, do you consider them to be part</p> <p>15 of the Village of Melrose Park?</p> <p>16 A. Yes.</p> <p>17 Q. Okay. Is there any elected official</p> <p>18 here in Melrose Park that you do not consider to be</p> <p>19 part of the Village of Melrose Park as a village?</p> <p>20 I'm only asking if you know but . . .</p> <p>21 MR. FOWLER: Scope.</p> <p>22 You can answer.</p> <p>23 BY THE WITNESS:</p> <p>24 A. No.</p> <p style="text-align: right;">Page 91</p>	<p>1 Can you identify these documents after</p> <p>2 reviewing them?</p> <p>3 A. Identify it?</p> <p>4 Q. Yeah, what they are.</p> <p>5 A. It is a report written -- I mean a --</p> <p>6 I'm sorry -- a report run from our ADP payroll</p> <p>7 system reporting the EEO status.</p> <p>8 Q. And EEO status of who in general?</p> <p>9 A. All Village employees.</p> <p>10 Q. Okay. And there were several different</p> <p>11 reports run as part of this and I think they were</p> <p>12 broken down by year -- 2015, 2016, '17, '18, '19</p> <p>13 and '20, is that accurate?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. Do you want to just page through</p> <p>16 the way I've stapled these together and can you</p> <p>17 confirm that these are the EEO reports from ADP for</p> <p>18 Village employees for the years 2015 through 2020?</p> <p>19 MR. FOWLER: Do you want her to</p> <p>20 compare this with her own document or --</p> <p>21 MR. CASPER: If you want. I printed</p> <p>22 this out literally from what you sent me so . . .</p> <p>23 BY THE WITNESS:</p> <p>24 A. Oh, okay. You have them all attached.</p> <p style="text-align: right;">Page 93</p>

<p>1 BY MR. CASPER:</p> <p>2 Q. Yes.</p> <p>3 A. Because some of them are upside down.</p> <p>4 Q. All right.</p> <p>5 MR. FOWLER: So just to be clear,</p> <p>6 Exhibit 5 is the ADP reports for all years that we</p> <p>7 produced.</p> <p>8 MR. CASPER: Yes, that's correct. I</p> <p>9 just stapled them in order by year.</p> <p>10 BY THE WITNESS:</p> <p>11 A. Yes, these --</p> <p>12 MR. CASPER: And if anything is upside</p> <p>13 down, it was -- I don't know. It's just the way</p> <p>14 it printed.</p> <p>15 BY THE WITNESS:</p> <p>16 A. Yes, these are the reports I produced.</p> <p>17 BY MR. CASPER:</p> <p>18 Q. Okay. And did you produce these</p> <p>19 reports?</p> <p>20 A. Well, I ran them out of ADP.</p> <p>21 Q. Okay. And then you provided them to</p> <p>22 your counsel?</p> <p>23 A. Yes.</p> <p>24 Q. And there's certain handwritten</p> <p style="text-align: right;">Page 94</p>	<p>1 Q. And then you determined that there were</p> <p>2 eight African American employees employed by the</p> <p>3 Village of Melrose Park that year based on this</p> <p>4 report, is that correct?</p> <p>5 A. Yes.</p> <p>6 Q. Does this include the police</p> <p>7 department?</p> <p>8 A. Yes. If you look to the right, it</p> <p>9 says all the titles.</p> <p>10 Q. Okay. So this -- In other words, this</p> <p>11 includes, for the year 2015, every single employee</p> <p>12 who would have worked for Melrose Park in 2015.</p> <p>13 A. It should, yes.</p> <p>14 Q. Okay.</p> <p>15 (Pause.)</p> <p>16 BY MR. CASPER:</p> <p>17 Q. Okay. Well, in any event, if you carry</p> <p>18 on from the 2015 report, it looks like 2016 starts</p> <p>19 on Page 4325 where you wrote 2016 at the top, is</p> <p>20 that accurate?</p> <p>21 A. Yes.</p> <p>22 Q. All right. And then you again tallied</p> <p>23 the total number of employees and came up with --</p> <p>24 it cut off a bit. It looks like you came up with</p> <p style="text-align: right;">Page 96</p>
<p>1 notations on the top of these reports. For</p> <p>2 example, on Page 1 -- or Page 4317 of Exhibit 5,</p> <p>3 there's a handwritten note at the top, 2015-385.</p> <p>4 Total eight-African Americans.</p> <p>5 Do you see that?</p> <p>6 A. Yes.</p> <p>7 Q. Is that your notation?</p> <p>8 A. Yes.</p> <p>9 Q. What is the meaning of that?</p> <p>10 A. The year, the number of total</p> <p>11 employees and, of that total, how many are African</p> <p>12 American.</p> <p>13 Q. Okay. So for Page 4317 -- and this</p> <p>14 carries on to Page 4324.</p> <p>15 That page range, is that the entire</p> <p>16 Village of Melrose Park employee roster for 2015?</p> <p>17 A. Yes.</p> <p>18 Q. Okay. And you totaled the number of</p> <p>19 employees in that year and came up with 385, is</p> <p>20 that correct?</p> <p>21 A. Yes.</p> <p>22 Q. That's why you wrote 385 on the first</p> <p>23 page?</p> <p>24 A. Yes.</p> <p style="text-align: right;">Page 95</p>	<p>1 around 346 total employees?</p> <p>2 A. Yes.</p> <p>3 Q. And then the tally was eight African</p> <p>4 American within that?</p> <p>5 A. Yes.</p> <p>6 Q. And then if you carry on to 2017, which</p> <p>7 begins on Page 4333, do you agree that that's the</p> <p>8 start of the 2017 report?</p> <p>9 A. Yes.</p> <p>10 Q. And then you again did a tally and it</p> <p>11 looks like there were eight African American</p> <p>12 employees employed by Melrose Park in the year</p> <p>13 2017, is that correct?</p> <p>14 A. Yes.</p> <p>15 Q. All right. And you came up with that</p> <p>16 number of African American employees just by -- I</p> <p>17 don't know -- going through the roster and</p> <p>18 hand-counting for each year?</p> <p>19 A. Yes.</p> <p>20 Q. Okay. And then you did the same thing</p> <p>21 for 2018, which begins I think on Page 4341?</p> <p>22 A. Yes.</p> <p>23 Q. And you came up with seven African</p> <p>24 American employees employed by Melrose Park in 2018</p> <p style="text-align: right;">Page 97</p>

<p>1 based on that report, is that correct?</p> <p>2 A. Yes.</p> <p>3 Q. And then 2019 begins on Page 4350.</p> <p>4 Can you confirm that?</p> <p>5 A. Yes.</p> <p>6 Q. And there were six African American</p> <p>7 employees employed by the Village that year based</p> <p>8 on your --</p> <p>9 A. Yes.</p> <p>10 Q. -- examination of the roster, is that</p> <p>11 correct?</p> <p>12 A. Yes.</p> <p>13 Q. And that's out of approximately -- for</p> <p>14 the year 2019 -- 315 total employees, correct?</p> <p>15 A. I can't really see my writing.</p> <p>16 MR. FOWLER: Since that's cut off, if</p> <p>17 you want to look at your original just to refresh</p> <p>18 your recollection?</p> <p>19 MR. BERSANI: Yeah, I was going to say</p> <p>20 my copy -- the total numbers for each of the years</p> <p>21 is cut off. Maybe you can clarify that?</p> <p>22 BY THE WITNESS:</p> <p>23 A. I'm sorry, you said '19?</p> <p>24</p> <p style="text-align: right;">Page 98</p>	<p>1 BY MR. CASPER:</p> <p>2 Q. All right. Getting away from the</p> <p>3 handwritten comments, just the printed portions of</p> <p>4 30(b)(6) Exhibit 5 --</p> <p>5 A. Okay.</p> <p>6 Q. -- you obtained these just by printing</p> <p>7 them out from the ADP system here at Melrose Park?</p> <p>8 A. Correct.</p> <p>9 Q. Okay. And you didn't alter these</p> <p>10 records in any way before printing them off of that</p> <p>11 system, did you?</p> <p>12 A. I did delete the -- because the board</p> <p>13 of trustees -- because they held three separate</p> <p>14 positions, I did eliminate the duplicates so we</p> <p>15 can get an accurate of actual how many people.</p> <p>16 Q. All right. So how many -- how many</p> <p>17 names did you delete from these records then before</p> <p>18 producing them?</p> <p>19 A. There were -- let me see -- I believe</p> <p>20 about 12.</p> <p>21 Q. But other than those names that you</p> <p>22 deleted, these are true and accurate --</p> <p>23 A. Yes.</p> <p>24 Q. -- records?</p> <p style="text-align: right;">Page 100</p>
<p>1 BY MR. CASPER:</p> <p>2 Q. Yeah, 2019.</p> <p>3 A. 375 total.</p> <p>4 Q. Okay. And then there were --</p> <p>5 A. Six African American.</p> <p>6 Q. Okay. And then if you look at</p> <p>7 Page 4359 of this exhibit, this is the year 2020</p> <p>8 employee roster, is that correct?</p> <p>9 A. Yes.</p> <p>10 Q. Okay. And there were only five African</p> <p>11 American employees employed by Melrose Park --</p> <p>12 well, 2020 so far based on this roster, is that</p> <p>13 correct?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. And these records -- and I don't</p> <p>16 care really about the cut-off handwritten portion.</p> <p>17 MR. BERSANI: I do if that's my copy.</p> <p>18 MR. CASPER: What?</p> <p>19 MR. BERSANI: I'll just state for the</p> <p>20 record ours is cut off so . . .</p> <p>21 MR. CASPER: All right.</p> <p>22 MS. SCATCHELL: That's how we got it</p> <p>23 from Jeff.</p> <p>24 MR. CASPER: All right. Well . . .</p> <p style="text-align: right;">Page 99</p>	<p>1 A. If a person held more than one</p> <p>2 position within the year, they also were on the</p> <p>3 report twice.</p> <p>4 Q. Okay.</p> <p>5 A. Such as someone transferred. They</p> <p>6 were on the report twice so I just eliminated the</p> <p>7 duplicates.</p> <p>8 Q. In any event, any of the duplicate</p> <p>9 names that you eliminated, did that affect the</p> <p>10 overall employee number count that you tallied?</p> <p>11 A. Well, it would delete them off my</p> <p>12 total so --</p> <p>13 Q. Okay.</p> <p>14 A. -- I totaled after deletion.</p> <p>15 Q. All right. I just -- My co-counsel had</p> <p>16 pointed out that John Scatchell, Senior does not</p> <p>17 appear on Page 4323, which would be the 2015</p> <p>18 report?</p> <p>19 A. Yes.</p> <p>20 Oh, John A. Scatchell. Let's see.</p> <p>21 Q. Is there a reason he does not appear on</p> <p>22 that report?</p> <p>23 A. He may have inadvertently got -- you</p> <p>24 know, accidentally got deleted because of a</p> <p style="text-align: right;">Page 101</p>

<p>1 duplicate name is the only thing I could --</p> <p>2 Q. All right.</p> <p>3 A. -- say.</p> <p>4 It was purely an accident.</p> <p>5 Q. Okay. But -- All right. That's fine.</p> <p>6 (Pause.)</p> <p>7 BY MR. CASPER:</p> <p>8 Q. On the face of this report, I notice --</p> <p>9 under the Status column -- and we can just stick</p> <p>10 with -- Well, why don't we go to page -- Page 4357?</p> <p>11 I notice there's some names with the</p> <p>12 designation Active written in the third column to</p> <p>13 the right. What is that designation?</p> <p>14 A. They're active on the payroll system.</p> <p>15 Q. So what does that mean, they're still</p> <p>16 working here?</p> <p>17 A. Yes.</p> <p>18 Q. All right. And then like, for example,</p> <p>19 Austin Smith, he's listed as terminated on that --.</p> <p>20 A. She.</p> <p>21 Q. Okay. She's listed as terminated on</p> <p>22 that page.</p> <p>23 What does that word terminated mean</p> <p>24 here for purposes of this report?</p> <p style="text-align: right;">Page 102</p>	<p>1 Q. And that was going to be my next</p> <p>2 question I think.</p> <p>3 So on Page 4357, we have Dave Stenberg.</p> <p>4 His designation is retired for purposes of this</p> <p>5 report.</p> <p>6 A. Yes.</p> <p>7 Q. What does that designation mean for</p> <p>8 purposes of this report?</p> <p>9 A. That he retired.</p> <p>10 Q. Literally like he hit the retirement</p> <p>11 age and --</p> <p>12 A. Yes.</p> <p>13 Q. -- and left employment or resigned for</p> <p>14 some other reason?</p> <p>15 A. He retired.</p> <p>16 Q. Okay.</p> <p>17 A. The status Retired was not always in</p> <p>18 the ADP system. We just recently programmed that.</p> <p>19 Q. Okay. And then the column over to the</p> <p>20 far right of Page 4357, does that list these</p> <p>21 individuals' job titles?</p> <p>22 A. Job title description.</p> <p>23 Q. All right. And then the Date at the</p> <p>24 second column, is that their hire date?</p> <p style="text-align: right;">Page 104</p>
<p>1 A. They are no longer currently working.</p> <p>2 Q. Okay. And is that -- does that mean</p> <p>3 for any reason such as fired? Resigned? Died? Or</p> <p>4 is that not currently working for some other</p> <p>5 reason?</p> <p>6 A. It's a general termination. The</p> <p>7 system will ask you if it's voluntary or</p> <p>8 involuntary.</p> <p>9 Termination doesn't necessarily mean</p> <p>10 they were terminated, just that they're -- they</p> <p>11 are no longer employed.</p> <p>12 Q. Okay.</p> <p>13 A. We started making a difference</p> <p>14 because -- Well, that's -- that's all I'm going to</p> <p>15 say.</p> <p>16 Q. You were going to say you started</p> <p>17 making a difference because of what?</p> <p>18 A. I wasn't always in control of the ADP</p> <p>19 system and when 1095-Cs came into play, we had to</p> <p>20 make some additions to people being retired</p> <p>21 because they still needed to show up in the system</p> <p>22 even though they weren't currently working so that</p> <p>23 a 1095-C would be produced for the taxes at the</p> <p>24 end of the year.</p> <p style="text-align: right;">Page 103</p>	<p>1 A. Yes.</p> <p>2 Q. All right. We can put that exhibit to</p> <p>3 the side.</p> <p>4 I'm going to show you what's 30(b)(6)</p> <p>5 Exhibit 6.</p> <p>6 (The document was thereupon marked</p> <p>7 30(b)(6) Exhibit No. 6, for</p> <p>8 identification, as of</p> <p>9 08/12/2020.)</p> <p>10 (The document was tendered.)</p> <p>11 THE WITNESS: These were not accurate.</p> <p>12 That's why he got rid of them.</p> <p>13 MR. CASPER: Hang on one second.</p> <p>14 (Pause.)</p> <p>15 BY MR. CASPER:</p> <p>16 Q. All right. After reviewing 30(b)(6)</p> <p>17 Exhibit 6, can you identify what these documents</p> <p>18 are? And they're Bates range 4166 through 4190.</p> <p>19 A. Yes, these were also reports generated</p> <p>20 out of ADP. This was a report that ADP</p> <p>21 automatically had in their system so we initially</p> <p>22 ran this report.</p> <p>23 Q. Okay. When you say you initially ran</p> <p>24 this report, was that for purposes of this</p> <p style="text-align: right;">Page 105</p>

<p>1 deposition?</p> <p>2 A. Yes.</p> <p>3 Q. Okay. And then why do we have these</p> <p>4 two different reports between the one in Exhibit 5</p> <p>5 and the one in Exhibit 6?</p> <p>6 A. Because after reviewing, there was</p> <p>7 inaccurate information.</p> <p>8 There were some retirees that were on</p> <p>9 here that, as I stated, were still in ADP for</p> <p>10 points of 1095-Cs and I believe we still had some</p> <p>11 duplicates in here.</p> <p>12 It wasn't -- It didn't seem to be</p> <p>13 capturing all the employees.</p> <p>14 Q. All right. So in other words, is</p> <p>15 this -- Exhibit 6, is this a report that you</p> <p>16 printed out just for purposes of today's</p> <p>17 deposition?</p> <p>18 A. Yes.</p> <p>19 Q. And the same with Exhibit 5?</p> <p>20 A. Yes.</p> <p>21 Q. And you printed out Exhibit 5 because</p> <p>22 you believe that that was a more comprehensive and</p> <p>23 accurate report of the employees here at Melrose</p> <p>24 Park?</p> <p style="text-align: right;">Page 106</p>	<p>1 MR. FOWLER: And just to be clear now</p> <p>2 for the record, Exhibit 6 was produced only</p> <p>3 because it fell within what was requested in the</p> <p>4 notice of deposition.</p> <p>5 MR. CASPER: Got you. Thank you.</p> <p>6 BY MR. CASPER:</p> <p>7 Q. Now I'm going to show you what we're</p> <p>8 going to mark as Exhibit -- 30(b)(6) Exhibit 7.</p> <p>9 (The document was thereupon marked</p> <p>10 30(b)(6) Exhibit No. 7, for</p> <p>11 identification, as of</p> <p>12 08/12/2020.)</p> <p>13 (The document was tendered.)</p> <p>14 BY MR. CASPER:</p> <p>15 Q. And did you produce 30(b)(6) Exhibit 7</p> <p>16 as part of your preparation for today?</p> <p>17 A. Yes.</p> <p>18 Q. And for the record, this is Bates</p> <p>19 stamped 4191 through 4205.</p> <p>20 Why did you produce these documents as</p> <p>21 part of your preparation for today?</p> <p>22 A. Because it seemed within the scope of</p> <p>23 No. 9.</p> <p>24 Q. Okay. And did you review Exhibit 7</p> <p style="text-align: right;">Page 108</p>
<p>1 A. Yes.</p> <p>2 Q. Okay. So Exhibit 6, did you print this</p> <p>3 out first and then determine it was inaccurate?</p> <p>4 A. Yes.</p> <p>5 Q. All right. Did you do any tallying of</p> <p>6 total numbers of employees based on Exhibit 6 after</p> <p>7 you obtained it?</p> <p>8 A. No.</p> <p>9 Q. Okay. Did you review exhibit -- the</p> <p>10 report in Exhibit 6 for total number of employees</p> <p>11 who are African American employed by Melrose Park</p> <p>12 after printing this out?</p> <p>13 A. No.</p> <p>14 Q. Okay. So is it fair to say that you</p> <p>15 obtained Exhibit 6, determined it was not accurate</p> <p>16 and comprehensive and then put it aside and started</p> <p>17 using Exhibit 5?</p> <p>18 A. Yes.</p> <p>19 Q. Okay. And then -- So your employee</p> <p>20 totals as handwritten on Exhibit 5, as well as</p> <p>21 African American -- number of African Americans,</p> <p>22 that's based on your review of Exhibit 5.</p> <p>23 A. Yes.</p> <p>24 Q. Okay.</p> <p style="text-align: right;">Page 107</p>	<p>1 prior to testifying today?</p> <p>2 A. Yes.</p> <p>3 Q. For what purpose?</p> <p>4 A. So that I would know the population</p> <p>5 and how many black or African American population.</p> <p>6 Q. And where -- How many black or African</p> <p>7 American population?</p> <p>8 A. The population of black or African</p> <p>9 American.</p> <p>10 Q. Is that within Melrose Park?</p> <p>11 A.</p> <p>12 yes.</p> <p>13 Q. And where did you go to print off --</p> <p>14 A. On the Website listed on the bottom of</p> <p>15 the page.</p> <p>16 Q. World Population --</p> <p>17 MR. FOWLER: Remember, let him finish</p> <p>18 his questions.</p> <p>19 THE WITNESS: Okay.</p> <p>20 BY MR. CASPER:</p> <p>21 Q. Okay. And that's</p> <p>22 worldpopulationreview.com? That's where you got</p> <p>23 all of these documents in Exhibit 7?</p> <p>24 A. Actually my assistant got them for me,</p> <p style="text-align: right;">Page 109</p>

<p>1 but, yes.</p> <p>2 Q. Okay. And you're using these documents</p> <p>3 as a basis for concluding what the current Melrose</p> <p>4 Park population is?</p> <p>5 MR. FOWLER: Objection. Form.</p> <p>6 You can answer if you can.</p> <p>7 BY THE WITNESS:</p> <p>8 A. This I believe was based on the census</p> <p>9 from 2010.</p> <p>10 The census for 2020 has not been</p> <p>11 completed yet.</p> <p>12 BY MR. CASPER:</p> <p>13 Q. Okay. And you also used these</p> <p>14 documents to determine roughly what the African</p> <p>15 American population here is in Melrose Park?</p> <p>16 MR. FOWLER: Objection.</p> <p>17 BY THE WITNESS:</p> <p>18 A. Yes.</p> <p>19 BY MR. CASPER:</p> <p>20 Q. Based upon the 2020 census?</p> <p>21 MR. FOWLER: Objection. Form.</p> <p>22 You can answer if you can.</p> <p>23 BY THE WITNESS:</p> <p>24 A. Yes.</p> <p style="text-align: right;">Page 110</p>	<p>1 A. Just the documents that we produced.</p> <p>2 Q. All right. And would that be the</p> <p>3 documents -- some of the documents we've marked as</p> <p>4 exhibits?</p> <p>5 A. Yes.</p> <p>6 Q. Any other documents that we haven't</p> <p>7 marked as exhibits that you reviewed in taking</p> <p>8 these notes?</p> <p>9 A. Just the -- the resolution for the</p> <p>10 superseder in the 2017 --</p> <p>11 Q. Resolution --</p> <p>12 A. -- resolution.</p> <p>13 Q. -- for the superseder, is that</p> <p>14 pertaining to the appointments of two deputy</p> <p>15 chiefs?</p> <p>16 A. Yes.</p> <p>17 Q. Okay. I'll get to that in a second. I</p> <p>18 just want to make sure I can read everything on</p> <p>19 this Exhibit 8.</p> <p>20 The first line, can you just read that</p> <p>21 out for me so I know what it says?</p> <p>22 A. The procedure suggested by the mayor</p> <p>23 and brought in front of the board.</p> <p>24 Q. All right. And what is that referring</p> <p style="text-align: right;">Page 112</p>
<p>1 BY MR. CASPER:</p> <p>2 Q. Okay. And -- All right. You can put</p> <p>3 that aside.</p> <p>4 Now you also produced some handwritten</p> <p>5 notes today. If we can mark these as Exhibit 8?</p> <p>6 A. Um-hum. Yes.</p> <p>7 (The document was thereupon marked</p> <p>8 30(b)(6) Exhibit No. 8, for</p> <p>9 identification, as of</p> <p>10 08/12/2020.)</p> <p>11 (The document was tendered.)</p> <p>12 BY MR. CASPER:</p> <p>13 Q. Are these -- This is a double-sided</p> <p>14 document.</p> <p>15 Are these all your notes on here?</p> <p>16 A. Yes.</p> <p>17 Q. And you took these notes as part of</p> <p>18 preparation for today?</p> <p>19 A. Yes.</p> <p>20 Q. Why did you do so?</p> <p>21 A. So I would remember what some of the</p> <p>22 answers were for my question.</p> <p>23 Q. And did you review anything while you</p> <p>24 were taking these notes?</p> <p style="text-align: right;">Page 111</p>	<p>1 to?</p> <p>2 A. The appointments and promotions of</p> <p>3 deputy chief.</p> <p>4 Q. Okay.</p> <p>5 A. The procedure.</p> <p>6 Q. And when you wrote suggested by mayor,</p> <p>7 brought in front of the board, were you referring</p> <p>8 to any document or other matter when you wrote</p> <p>9 that?</p> <p>10 A. No.</p> <p>11 Q. All right. And to what are you</p> <p>12 referring when you wrote that?</p> <p>13 A. The procedure.</p> <p>14 Q. Okay. Is that the procedure for</p> <p>15 appointments of individuals to deputy chief?</p> <p>16 A. Yes.</p> <p>17 Q. Does it refer to anything beyond that?</p> <p>18 A. No.</p> <p>19 Q. All right. And below that it says</p> <p>20 requirements-certified police officer. Did I read</p> <p>21 that right?</p> <p>22 A. Yes.</p> <p>23 Q. And then below that there's a starred</p> <p>24 entry. Is that a star on the left hand --</p> <p style="text-align: right;">Page 113</p>

<p>1 A. Yes.</p> <p>2 Q. And then it says No procedure for what?</p> <p>3 A. Individual decision.</p> <p>4 And I don't recall why I wrote that.</p> <p>5 Q. Do you recall to what topic that</p> <p>6 brings us here today you wrote that about?</p> <p>7 A. No.</p> <p>8 Q. All right. And then below that you've</p> <p>9 got a note 2016-</p> <p>10 Can you read what it says after that?</p> <p>11 A. We're able to adjust within the</p> <p>12 current budget because the difference was not</p> <p>13 significant. It was only for one month.</p> <p>14 Q. Do you remember what you were referring</p> <p>15 to when you wrote that?</p> <p>16 A. Yes.</p> <p>17 Q. What?</p> <p>18 A. It was a question in the budget</p> <p>19 about -- regarding the budget in number 6; the</p> <p>20 budget procedures.</p> <p>21 Q. Okay. And then below that on your</p> <p>22 notes, you've got 2017 and I can't read what it</p> <p>23 says to the right of that.</p> <p>24 A. Superseder covered the resolution for</p> <p style="text-align: right;">Page 114</p>	<p>1 discrimination and harassment?</p> <p>2 A. That the informal is reported to</p> <p>3 either HR/the supervisor. It's investigated and,</p> <p>4 if warranted, there's discipline.</p> <p>5 Q. Okay. And that would be for all</p> <p>6 Village employees or all Village employees outside</p> <p>7 of the police department?</p> <p>8 A. Both.</p> <p>9 Q. All right. I thought you said before</p> <p>10 that you, as the HR director, would not investigate</p> <p>11 complaints of discrimination, harassment or</p> <p>12 retaliation coming from police department members.</p> <p>13 A. It doesn't say I investigated. It</p> <p>14 just says it's investigated.</p> <p>15 Q. Okay. But just to be clear then, as HR</p> <p>16 director, you do not investigate complaints of</p> <p>17 discrimination, harassment or retaliation from</p> <p>18 police department members, is that correct?</p> <p>19 A. Correct.</p> <p>20 Q. So this note here, that doesn't change</p> <p>21 your testimony in that respect at all, does it?</p> <p>22 A. No.</p> <p>23 Q. Okay. Now at the bottom of this</p> <p>24 Exhibit 8, this is where I really can't read this.</p> <p style="text-align: right;">Page 116</p>
<p>1 the appointments of two deputy chiefs.</p> <p>2 Q. Is this a budget-related note?</p> <p>3 A. Yes.</p> <p>4 Q. And then below that you wrote -- some</p> <p>5 of this I can't read either.</p> <p>6 It says what after the number 7?</p> <p>7 A. Depends on formal, informal.</p> <p>8 Q. And then below that it says what?</p> <p>9 A. Informal, HR/supervisor, investigated.</p> <p>10 If warranted discipline.</p> <p>11 Q. And then below that it says what?</p> <p>12 A. Formal, reported, legal and insurance.</p> <p>13 Q. And what are you -- to what are you</p> <p>14 referring when you wrote these notes?</p> <p>15 A. The complaint procedures.</p> <p>16 Q. Were you referring to any particular</p> <p>17 kind of complaint?</p> <p>18 A. The ones that are listed in the</p> <p>19 document that you gave us. So as far as</p> <p>20 discrimination, EEOC, harassment, et cetera.</p> <p>21 Q. All right. So based on your notes</p> <p>22 here, HR/supervisor, when you wrote investigated,</p> <p>23 what -- to what were you referring with respect to</p> <p>24 the discrimination -- to the complaints of</p> <p style="text-align: right;">Page 115</p>	<p>1 It says A and then can you read what it says after</p> <p>2 that?</p> <p>3 A. Draft. It says To Vaselli 4-18-17.</p> <p>4 Revised from Julie Diemer 5-19-17. 5-24-18 the</p> <p>5 board. Effective 7-1 of '18.</p> <p>6 And then it lists the board members,</p> <p>7 Abruzzo, Anguiano, Prignano, Nicotera, Taconi and</p> <p>8 Mota.</p> <p>9 Q. And why did you list the board members</p> <p>10 down at the bottom of this page?</p> <p>11 A. In case you asked.</p> <p>12 Q. Well, no, I know, but like what was the</p> <p>13 relevance of listing those individuals to the note</p> <p>14 prior to that?</p> <p>15 A. Because you asked -- where am I.</p> <p>16 Because you asked individuals who receive,</p> <p>17 evaluate and make decisions.</p> <p>18 Q. Okay. That's fine.</p> <p>19 Switching gears here for a second. I</p> <p>20 want to show you what's been previously marked as</p> <p>21 Castellan Exhibit 4.</p> <p>22 (The document was tendered.)</p> <p>23 BY MR. CASPER:</p> <p>24 Q. Have you ever seen this document prior</p> <p style="text-align: right;">Page 117</p>

<p>1 to today?</p> <p>2 A. No.</p> <p>3 Q. And this -- Have you seen documents</p> <p>4 like this before, by which I mean EEOC activity</p> <p>5 logs?</p> <p>6 A. No.</p> <p>7 Q. All right. And then directing your</p> <p>8 attention to the second page, which is marked</p> <p>9 Plaintiff's Document Production 4, it indicates</p> <p>10 that -- I'm sorry.</p> <p>11 Go to the very last page, Plaintiff's</p> <p>12 Document Production 5. It indicates that a charge</p> <p>13 of discrimination was uploaded to this system</p> <p>14 around October 20th, 2017.</p> <p>15 A. Yes.</p> <p>16 Q. Do you recall, as HR director, ever</p> <p>17 receiving notice of an EEOC charge filed by John</p> <p>18 Scatchell, Senior around September or October</p> <p>19 of 2017?</p> <p>20 A. I don't recall the date.</p> <p>21 Q. Okay. Do you recall, at some point,</p> <p>22 receiving notice of such a charge being filed by</p> <p>23 John Scatchell, Senior?</p> <p>24 A. Yes.</p> <p style="text-align: right;">Page 118</p>	<p>1 which charges those would be?</p> <p>2 A. It would be the one from John</p> <p>3 Scatchell.</p> <p>4 Q. Okay. You're saying that you never</p> <p>5 received notice that John Scatchell, Senior</p> <p>6 received -- or filed an EEOC charge against the</p> <p>7 Village?</p> <p>8 A. Not initially, no.</p> <p>9 Q. Okay. And do you recall when you first</p> <p>10 did receive notice of such fact?</p> <p>11 A. I believe it was around a year later</p> <p>12 after the charges were filed.</p> <p>13 Q. All right. Do you know why you did not</p> <p>14 receive notice of John Scatchell, Senior filing a</p> <p>15 charge of discrimination against the Village until</p> <p>16 around a year after it was filed?</p> <p>17 A. Well, it was delivered to the police</p> <p>18 department and, at the time, we had a secretary in</p> <p>19 the legal department and HR. So somewhere between</p> <p>20 the police department and the interoffice mail, it</p> <p>21 didn't make it to my department.</p> <p>22 Q. All right. And who was the secretary</p> <p>23 in the police department that you're referring to</p> <p>24 when you made that statement?</p> <p style="text-align: right;">Page 120</p>
<p>1 Q. And does this document anywhere refresh</p> <p>2 your recollection of approximately when you</p> <p>3 received notice of such fact?</p> <p>4 A. No.</p> <p>5 Q. All right. When EEOC charges are in</p> <p>6 fact filed against the Village, are you aware --</p> <p>7 Strike that question.</p> <p>8 Are you aware of any EEOC charges</p> <p>9 having been filed against the Village since you</p> <p>10 became HR director?</p> <p>11 A. Yes.</p> <p>12 Q. All right. And would you, as a matter</p> <p>13 of practice, receive notification that such charges</p> <p>14 were filed as HR director?</p> <p>15 A. A copy, yes.</p> <p>16 Q. Okay. And is that the expectation,</p> <p>17 that you will receive a copy of EEOC charges when</p> <p>18 they're filed against the Village as HR director?</p> <p>19 A. Yes.</p> <p>20 Q. And to your knowledge, have there ever</p> <p>21 been any EEOC charges filed by Village employees</p> <p>22 that you did not receive notice of as HR director?</p> <p>23 A. Yes.</p> <p>24 Q. Can you give me -- Can you list out</p> <p style="text-align: right;">Page 119</p>	<p>1 A. Constance Spatafora.</p> <p>2 Q. Is she still here?</p> <p>3 A. Yes.</p> <p>4 Q. All right. What's her job title now?</p> <p>5 A. She's an admin -- a clerk.</p> <p>6 Q. All right. And do you know what was</p> <p>7 happening with this EEOC charge prior to it leaving</p> <p>8 Constance Spatafora's hand?</p> <p>9 A. No, I was unaware of it.</p> <p>10 Q. Okay. And were you consulted at all</p> <p>11 about that EEOC charge being filed prior to your</p> <p>12 receiving it through Constance Spatafora?</p> <p>13 MR. FOWLER: Objection. Form.</p> <p>14 You can answer if you can.</p> <p>15 BY THE WITNESS:</p> <p>16 A. I was not involved, no. I was asked</p> <p>17 if I was -- if I received it.</p> <p>18 BY MR. CASPER:</p> <p>19 Q. Okay. And how did you -- how did you</p> <p>20 first receive that EEOC charge? Was it through</p> <p>21 interoffice mail, hand delivery, some other means?</p> <p>22 A. I believe it was from the legal</p> <p>23 office.</p> <p>24 Q. Okay. Do you recall approximately when</p> <p style="text-align: right;">Page 121</p>

<p>1 you received the charge from the legal office?</p> <p>2 A. As I stated, about a year later after</p> <p>3 it was charged.</p> <p>4 Q. Okay. And do you recall who gave it to</p> <p>5 you specifically? By name or title?</p> <p>6 A. No, I do not.</p> <p>7 Q. And what did you do with it after</p> <p>8 receiving it?</p> <p>9 A. I sent it to the insurance company.</p> <p>10 Q. What insurance company was that?</p> <p>11 A. That would be -- At the time Mesirow</p> <p>12 Financial or Alliant. I can't -- They switched</p> <p>13 names so I'm not sure which it was at the time.</p> <p>14 Q. Did you do anything with that charge</p> <p>15 after you received it other than transferring it to</p> <p>16 the insurance company?</p> <p>17 A. Put it in a file.</p> <p>18 Q. What file?</p> <p>19 A. A file in my legal cabinet.</p> <p>20 Q. Did you read the charge before filing</p> <p>21 it away?</p> <p>22 A. No.</p> <p>23 Q. Did you do any investigation of the</p> <p>24 charge before filing it away?</p> <p style="text-align: right;">Page 122</p>	<p>1 Spatafora was in the legal office. They were</p> <p>2 either sent to me by E-mail from her or E-mail</p> <p>3 from the police department.</p> <p>4 Q. All right. So in other words, if there</p> <p>5 was an EEOC charge filed by a police department</p> <p>6 member, you would receive it by E-mail from the</p> <p>7 police department? Is that what you're saying?</p> <p>8 A. Usually it would be from the legal</p> <p>9 secretary.</p> <p>10 Q. Do you remember the names of any of the</p> <p>11 other individuals who filed those other EEOC</p> <p>12 charges?</p> <p>13 A. Over the years?</p> <p>14 Q. Yes.</p> <p>15 A. Yes.</p> <p>16 MR. FOWLER: Objection. Scope.</p> <p>17 You can answer.</p> <p>18 BY THE WITNESS:</p> <p>19 A. Yes, I do.</p> <p>20 BY MR. CASPER:</p> <p>21 Q. Can you list them?</p> <p>22 A. I know Lesley Shinkel was one.</p> <p>23 I really only remember Lesley. I'm</p> <p>24 sorry.</p> <p style="text-align: right;">Page 124</p>
<p>1 A. No.</p> <p>2 Q. Why not?</p> <p>3 A. Because it's not mine to look into.</p> <p>4 Q. Whose would it have been to look into?</p> <p>5 A. That would be the -- the legal team</p> <p>6 because it's a formal charge.</p> <p>7 Q. Now I believe you said that this was</p> <p>8 the only EEOC charge that was filed that did not</p> <p>9 come to your attention right away. Was that your</p> <p>10 testimony?</p> <p>11 A. To my recollection, yes.</p> <p>12 Q. So there were other EEOC charges that</p> <p>13 were filed, since you've been HR director, that did</p> <p>14 come to your attention right away, is that correct?</p> <p>15 A. Yes.</p> <p>16 Q. Approximately how many?</p> <p>17 A. I don't recall.</p> <p>18 Q. More than 10?</p> <p>19 A. No.</p> <p>20 Q. All right. And is it -- When those</p> <p>21 other charges other than the Scatchell, Senior</p> <p>22 charge were filed, how was it that they were</p> <p>23 brought to your attention after being filed?</p> <p>24 A. They were given to -- Well, Connie</p> <p style="text-align: right;">Page 123</p>	<p>1 Q. Okay. But there were others; you just</p> <p>2 can't remember their specific names right now?</p> <p>3 A. Yes.</p> <p>4 Q. And all of the others, is it your</p> <p>5 testimony that you received notice of them directly</p> <p>6 after they were being received?</p> <p>7 A. Yes.</p> <p>8 Q. And I guess I'm still trying to</p> <p>9 understand why it was that you didn't-- that that</p> <p>10 protocol wasn't followed with respect to the</p> <p>11 Scatchell, Senior charge.</p> <p>12 A. We were wondering that, too.</p> <p>13 Q. Well, can you --</p> <p>14 A. It was lost in trans -- in the</p> <p>15 transfer.</p> <p>16 We assumed it went to the legal office</p> <p>17 and then she failed to forward it to myself.</p> <p>18 Q. Who's that she? Is that Connie</p> <p>19 Spatafora?</p> <p>20 A. Constance Spatafora, yes.</p> <p>21 Q. Okay. And did you ever inquire of</p> <p>22 Constance Spatafora why that charge was not</p> <p>23 forwarded to you?</p> <p>24 A. She had no recollection of the charge.</p> <p style="text-align: right;">Page 125</p>

<p>1 Q. All right. And -- And where was she 2 keeping it? 3 MR. FOWLER: Objection to form and 4 scope. 5 You can answer if you can. 6 BY THE WITNESS: 7 A. I don't know. 8 BY MR. CASPER: 9 Q. Did you ask her? 10 A. No. 11 Q. Did she give it to anyone, to your 12 knowledge? 13 A. As I said, she didn't recall receiving 14 it. 15 Q. All right. Well, if she didn't recall 16 receiving it -- But she's the one who gave you the 17 Scatchell, Senior charge, right? 18 A. No, I said that's who should have 19 given it to me. 20 Q. Well, who actually gave you the 21 Scatchell, Senior charge? 22 A. The legal office. 23 Q. Okay. I thought you said Connie 24 Spatafora gave it to you.</p> <p style="text-align: right;">Page 126</p>	<p>1 physically got the charge, from the legal office, 2 in or around October 2018? 3 A. I really don't recall. 4 Q. This document doesn't refresh your 5 recollection in any way as to when you received the 6 charge? 7 A. No. 8 Q. And did you do any investigation into 9 why there was such a delay in your receiving the 10 charge? 11 MR. FOWLER: Objection. Form. 12 You can answer. 13 BY THE WITNESS: 14 A. I did as I stated -- asked Constance 15 Spatafora if she received it because we did not. 16 BY MR. CASPER: 17 Q. Okay. And why is it -- If the usual 18 practice would be for you to get the EEOC charge 19 first, do you know why this particular John 20 Scatchell, Senior charge went to the legal office 21 first? 22 A. No, I do not. 23 Q. Did you ever investigate that question? 24 A. As I said, we looked in -- we asked</p> <p style="text-align: right;">Page 128</p>
<p>1 It was the legal office? 2 A. No, that was -- you asked me the 3 procedure. 4 Q. Okay. 5 A. And that would normally have been the 6 procedure then. 7 Q. Who from the legal office gave you the 8 Scatchell, Senior charge? 9 A. I don't recall. 10 Q. Was this Del Galdo? Laner Muchin? 11 Someone else? 12 A. I believe it was Del Galdo's office. 13 Q. And you don't remember who from Del 14 Galdo's office gave you the Scatchell, Senior 15 charge? 16 A. No, I do not. 17 Q. Okay. And then you said it was about a 18 year after -- after the charge was filed that it 19 was first given to you by the legal office? 20 A. Yes. 21 Q. Okay. So if we look at Castellan 22 Exhibit 4, this -- if this says -- which it does -- 23 that the charge was filed in or around 24 October 2017, is it fair to say you first</p> <p style="text-align: right;">Page 127</p>	<p>1 Constance Spatafora if she had ever seen it 2 because it did not come to me so we didn't know 3 where it went. 4 Q. Okay. And just to complete I think 5 this line of questioning, you didn't do anything 6 with the charge after receiving it beyond filing it 7 away. 8 A. I forwarded it to the insurance 9 company. 10 Q. And forwarding it to the insurance 11 company and filing it away, you didn't do anything 12 with that charge beyond that, is that correct? 13 A. Correct. 14 Q. And you didn't -- Was John Scatchell, 15 Senior still working here at Melrose Park at the 16 time you received it? 17 A. I don't recall. 18 Q. Okay. All right. Do you recall how 19 you transmitted that charge to the insurance 20 company after you received it? By fax? E-mail? 21 Some other means? 22 A. I don't recall. 23 Q. What's the way you usually transmit it 24 to the insurance company?</p> <p style="text-align: right;">Page 129</p>

<p>1 A. Usually I scan it to the insurance 2 company via E-mail. 3 Q. So scan it in an E-mail? 4 A. Um-hum. 5 Q. Any reason you did not scan an E-mail 6 to the insurance company this time? 7 A. I did once I received it. 8 Q. But specifically any reason to believe 9 you did not scan and E-mail the charge to the 10 insurance company, in this instance, after 11 receiving it? 12 A. After I received it, I did scan it to 13 them. 14 Q. Okay. Do you remember who the contact 15 was -- 16 A. I believe. 17 Q. -- at the insurance company who you 18 scanned that charge to after receiving it? 19 A. I believe Michael Alisha and probably 20 his assistant, Elizabeth Straham. 21 Q. If we asked you to produce a copy of 22 that E-mail transmitting it to the insurance 23 company after today, could you produce it? 24 MR. FOWLER: Objection. Form.</p> <p style="text-align: right;">Page 130</p>	<p>1 or that's the date -- 2 Q. I'm looking at the entry 11-21-2017 3 where it says Respondent on the first page. 4 A. The only person that I know logged in 5 was attorney Cynthia Grandfield. I'm assuming 6 you're meaning the EEOC Website. 7 Q. Right. Okay. 8 Why do you identify Cynthia Grandfield 9 as someone who logs into the EEOC Website? 10 A. That's the document I was produced. 11 MR. FOWLER: And just to be clear, 12 this is one where it is rife with implicating the 13 attorney-client privilege. 14 We have provided a document to you 15 that provides a summary in response to Topic 16 No. 10. The witness is prepared to testify as to 17 the specifics of that document but you have the 18 information. 19 MR. CASPER: Okay. Are you -- Can you 20 read the question back? 21 THE REPORTER: Question: "Why do you 22 identify Cynthia Grandfield as someone who logs 23 into the EEOC Website?" 24</p> <p style="text-align: right;">Page 132</p>
<p>1 You can answer if you can. 2 BY THE WITNESS: 3 A. I don't know. I'd have to look in the 4 file. 5 BY MR. CASPER: 6 Q. Looking at Castellan Exhibit 4 still, 7 do you know who -- what -- For example on Page 1, 8 it says Respondent by 11-21-2017 and then it says 9 Respondent logged in. 10 Do you know if Respondent is referring 11 to the Village of Melrose Park? 12 MR. FOWLER: Objection. Form. 13 She said she's never seen the document 14 before or anything like it. 15 MR. CASPER: All right. 16 MR. FOWLER: You can answer if you 17 can. 18 BY MR. CASPER: 19 Q. Can you answer that question? 20 A. Can you repeat the question? I'm 21 sorry. 22 Q. The question is do you know to whom 23 Respondent refers to on this document? 24 A. Is this the accurate date on 12-1-17</p> <p style="text-align: right;">Page 131</p>	<p>1 BY THE WITNESS: 2 A. She is the attorney, I was told, 3 logged into the website. 4 BY MR. CASPER: 5 Q. Okay. 6 MR. FOWLER: Don't go any farther than 7 that. 8 MR. CASPER: It seems the witness has 9 a document in front of her. 10 Is that something you're intending to 11 produce to us here or have you produced that? 12 MR. FOWLER: We have produced it. 13 MR. CASPER: May I see what she's got 14 in front of her? 15 (The document was tendered.) 16 MS. SCATCHELL: What's the Bates stamp 17 on that? 18 MR. FOWLER: I don't know offhand. 19 MR. CASPER: Jeff, I don't think I saw 20 this either, actually. 21 MR. FOWLER: I certainly -- I did not 22 bring all of our production. I'm skimming through 23 a subset. 24 MR. CASPER: Was this just --</p> <p style="text-align: right;">Page 133</p>

<p>1 MR. FOWLER: It was certainly one that</p> <p>2 we intended to do and, as I recall, it was more</p> <p>3 than a week ago. It was two weeks.</p> <p>4 MR. CASPER: I'm not doubting you but</p> <p>5 I haven't seen this and this is rather momentous.</p> <p>6 I mean I know it's only one page but</p> <p>7 this is kind of something that we've been looking</p> <p>8 for for awhile and I have not seen this. But</p> <p>9 anyway . . .</p> <p>10 MS. SCATCHELL: Was there other --</p> <p>11 MR. CASPER: Can we go off the record</p> <p>12 for a second?</p> <p>13 (Discussion was had off the record.)</p> <p>14 (Whereupon a recess was taken.)</p> <p>15 MR. FOWLER: We are, at least</p> <p>16 temporarily, withdrawing the document we've just</p> <p>17 been referencing.</p> <p>18 There's a concern from counsel for the</p> <p>19 individual defendants that it includes information</p> <p>20 that's protected by the attorney-client privilege</p> <p>21 and so we are going to withdraw it until we</p> <p>22 collectively have had an opportunity to consider</p> <p>23 and resolve that issue.</p> <p>24 MR. CASPER: All right.</p> <p style="text-align: right;">Page 134</p>	<p>1 I also would object to continuing the</p> <p>2 deposition for anything other than Topic No. 10.</p> <p>3 If you have anything other than Topic</p> <p>4 No. 10, you've got to do it now but for Topic</p> <p>5 No. 10, I certainly understand where you're coming</p> <p>6 from; that we will have to revisit that issue once</p> <p>7 we resolve the privilege issue.</p> <p>8 MR. CASPER: No, I think -- I mean</p> <p>9 that's -- I'm not -- We're done with the</p> <p>10 questioning as it pertains to anything beyond</p> <p>11 Topic No. 10 but as to that topic -- and this</p> <p>12 includes what I was referencing as to Castellan</p> <p>13 Exhibit 4. We need to continue the deposition to</p> <p>14 a later date.</p> <p>15 MR. FOWLER: Well, not with respect to</p> <p>16 Castellan Exhibit 4. She's testified that she's</p> <p>17 never seen that document.</p> <p>18 MR. CASPER: Well, to the extent that</p> <p>19 the questioning relates to the pre break matters</p> <p>20 we were discussing with this witness on Topic</p> <p>21 No. 10, we need to continue the deposition.</p> <p>22 MR. FOWLER: I will represent to</p> <p>23 you -- and the Village will stipulate -- that the</p> <p>24 person who accessed the portal, which is the key</p> <p style="text-align: right;">Page 136</p>
<p>1 MR. BERSANI: And I agree with that</p> <p>2 summation by counsel.</p> <p>3 MR. CASPER: Unfortunately, we had</p> <p>4 somewhat of a similar discussion -- that that's</p> <p>5 obviously somewhat of a momentous document and we</p> <p>6 have not seen that -- and I am not attributing any</p> <p>7 issues on your end to non disclosure.</p> <p>8 We need to actually continue this</p> <p>9 deposition because that may trigger followups and</p> <p>10 we have -- also have to look into the -- if we are</p> <p>11 entitled to access any of the E-mails referenced</p> <p>12 in there, which I don't know yet.</p> <p>13 We have to continue this deposition.</p> <p>14 MR. FOWLER: Well, two things: Number</p> <p>15 one is I'm going to object to any other scope</p> <p>16 other -- Let me say it this way: The Village and</p> <p>17 Cynthia Grandfield and the Del Galdo law firm</p> <p>18 worked on trying to prepare information to respond</p> <p>19 to Topic No. 10. I would say that this witness</p> <p>20 has no information other than what was included in</p> <p>21 the document that was prepared for her to respond</p> <p>22 to Topic No. 10 and so -- I mean we can discuss</p> <p>23 later whether or not to resume the deposition and</p> <p>24 what context.</p> <p style="text-align: right;">Page 135</p>	<p>1 topic for number 10, was Cynthia Grandfield at the</p> <p>2 Del Galdo law firm. Cynthia Grandfield is an</p> <p>3 attorney who was representing the Village and</p> <p>4 responding to that.</p> <p>5 MR. CASPER: All right.</p> <p>6 MR. FOWLER: So that part of the</p> <p>7 information you have. Whether you want it in a</p> <p>8 sworn fashion we can talk about when we talk</p> <p>9 about -- after we've had an opportunity to address</p> <p>10 the document that I've just withdrawn.</p> <p>11 MR. CASPER: All right. So --</p> <p>12 MR. BERSANI: And let -- I'm sorry. I</p> <p>13 can wait if you're --</p> <p>14 MR. CASPER: No, go ahead.</p> <p>15 MR. BERSANI: No, I was -- I was going</p> <p>16 to join counsel's statements and objections.</p> <p>17 And I just want to state, for the</p> <p>18 record, I had not received or ever reviewed the</p> <p>19 document that was just clawed back from you. And</p> <p>20 my concern is that it does reference</p> <p>21 communications -- potential communications between</p> <p>22 the attorney for the Village and specifically</p> <p>23 Director Pitassi. And so that's my objection</p> <p>24 that -- as to why it should be clawed back and</p> <p style="text-align: right;">Page 137</p>

<p>1 needs to be reviewed and assessed as to whether --</p> <p>2 the basic attorney-client privilege.</p> <p>3 MR. CASPER: All right. So then --</p> <p>4 MR. WOERNER: And just to be clear,</p> <p>5 counsel for Mayor Serpico is joining them in that</p> <p>6 position as well.</p> <p>7 MR. CASPER: All right. So then to</p> <p>8 that extent, we are done with the deposition of</p> <p>9 the 30(b)(6) to the extent of Ms. Piemonte's</p> <p>10 testimony on all of the topics except for Topic</p> <p>11 No. 10 which, based on our colloquy just now,</p> <p>12 we're continuing.</p> <p>13 Hang on.</p> <p>14 (Pause.)</p> <p>15 MR. CASPER: All right. As co-counsel</p> <p>16 indicated, we may perhaps need to discuss, in</p> <p>17 addition to our discussion about the privilege</p> <p>18 issues, if there's a more appropriate 30(b)(6)</p> <p>19 person for Topic No. 10 in light of what's come</p> <p>20 up.</p> <p>21 We can talk about it.</p> <p>22 MR. FOWLER: All right.</p> <p>23 I have a couple clarification followup</p> <p>24 from -- on Topics 6 through 9 that I'm going to do</p> <p style="text-align: right;">Page 138</p>	<p>1 MR. BERSANI: You're talking about</p> <p>2 plaintiff's counsel's table.</p> <p>3 MR. FOWLER: From plaintiff's counsel.</p> <p>4 I'm sorry.</p> <p>5 MR. CASPER: I agree to that just with</p> <p>6 the caveat I'm trying to do -- I can't --</p> <p>7 literally can't do it but I -- Yes, I consent to</p> <p>8 that. I will not look at it. I'm trying to</p> <p>9 delete it.</p> <p>10 MS. SCATCHELL: It's a live photo so</p> <p>11 it's not allowing us to do it how it normally</p> <p>12 would be done. And I don't have WiFi so I can't</p> <p>13 even Google it so . . .</p> <p>14 MR. FOWLER: All right.</p> <p>15 MR. CASPER: Okay. All right.</p> <p>16 MR. FOWLER: Do you have anything</p> <p>17 else?</p> <p>18 MR. CASPER: No.</p> <p>19 CROSS EXAMINATION</p> <p>20 BY MR. FOWLER:</p> <p>21 Q. Ms. Piemonte, just to be clear, you</p> <p>22 mentioned the process for appointing someone to</p> <p>23 deputy chief. You said that that initiates with</p> <p>24 the mayor selecting who --</p> <p style="text-align: right;">Page 140</p>
<p>1 now so that we don't have to have an issue with</p> <p>2 recalling this witness potentially.</p> <p>3 So if you're finished, then I'll do</p> <p>4 mine.</p> <p>5 MR. CASPER: Not quite.</p> <p>6 Before the break, not knowing where</p> <p>7 this was going and based on your representation</p> <p>8 that you had produced this to us, we photographed</p> <p>9 that document but now --</p> <p>10 MR. FOWLER: I would ask you to delete</p> <p>11 that.</p> <p>12 MR. CASPER: All right. I'm deleting</p> <p>13 my photograph of that right now and instructing</p> <p>14 everyone at this table to do the same.</p> <p>15 How do I delete this? How do I delete</p> <p>16 this? I don't even know how to do it.</p> <p>17 (Pause.)</p> <p>18 MR. FOWLER: So just to be clear, I</p> <p>19 accept counsel's representation that everybody at</p> <p>20 defense counsel table will make all efforts to</p> <p>21 delete the photo from any portable devices,</p> <p>22 including deleting them from the deleted items</p> <p>23 folder so that the photos are permanently deleted</p> <p>24 from those devices.</p> <p style="text-align: right;">Page 139</p>	<p>1 A. Yes.</p> <p>2 Q. What exactly is the process once the</p> <p>3 mayor decides who he wants to recommend?</p> <p>4 A. It is presented in front of the board</p> <p>5 of trustees and voted on.</p> <p>6 Q. And voted on by who?</p> <p>7 A. The board of trustees.</p> <p>8 Q. Does the mayor have a vote in that?</p> <p>9 A. No.</p> <p>10 Q. And with respect to John Scatchell,</p> <p>11 Senior, are you aware of any informal complaints of</p> <p>12 discrimination from John Scatchell, Senior?</p> <p>13 A. No.</p> <p>14 Q. You talked about the process for</p> <p>15 investigating complaints at the police department.</p> <p>16 Does the fire department also have a</p> <p>17 collective bargaining agreement?</p> <p>18 A. Yes.</p> <p>19 Q. Is your involvement with the police</p> <p>20 department the same as with the fire department?</p> <p>21 A. Yes.</p> <p>22 MR. FOWLER: That's all I have.</p> <p>23 MR. BERSANI: I don't have anything.</p> <p>24 MR. WOERNER: Nothing further.</p> <p style="text-align: right;">Page 141</p>

<p>1 MR. FOWLER: Anything based on that? 2 REDIRECT EXAMINATION 3 BY MR. CASPER: 4 Q. Just based on that, have you ever known 5 the board of trustees to decline to vote in favor 6 of a proposed or suggested appointee from Mayor 7 Serpico? 8 MR. FOWLER: Objection. Form. Scope. 9 You can answer if you can. 10 BY THE WITNESS: 11 A. I do not know. 12 BY MR. CASPER: 13 Q. Okay. In other words, is it your 14 knowledge that the board of trustees has always 15 voted in favor of Mayor Serpico's proposed 16 appointees? 17 A. I don't -- 18 MR. FOWLER: Objection. Form. 19 You can answer if you can. 20 MR. CASPER: You can answer. 21 BY THE WITNESS: 22 A. I don't know. 23 BY MR. CASPER: 24 Q. Is that answer I don't know of an</p> <p style="text-align: right;">Page 142</p>	<p>1 IN THE UNITED STATES DISTRICT COURT 2 NORTHERN DISTRICT OF ILLINOIS 3 EASTERN DIVISION 4 John Scatchell,) 5) 6 Plaintiff,) 7) 8 -vs-) No. 2018-cv-03989 9) 10 Village of Melrose Park, an) 11 Illinois Municipal) 12 Corporation; Ronald M.) 13 Serpico; Sam C. Pitassi;) 14 Michael Castellan; and) 15 Steven Rogowski,) 16) 17 Defendants.) 18) 19 I hereby certify that I have read the 20 foregoing transcript of my deposition given on 21 8-12-20 at the time and place aforesaid and I do 22 again subscribe and make oath that the same is a 23 true, correct and complete transcript of my 24 deposition given as aforesaid, with corrections, if any, appearing on the attached correction sheet(s). _____ correction sheets attached. _____ CHRISTINE PIEMONTE _____ SUBSCRIBED AND SWORN to before me this ____ day of _____, A.D., 2020</p> <p style="text-align: right;">Page 144</p>
<p>1 instance where the board of trustees has ever 2 declined to confirm a mayoral appointment from 3 Serpico? 4 A. Yes. 5 Q. Okay. 6 MR. CASPER: All right. Nothing else 7 based on that. 8 MR. FOWLER: Mike? 9 MR. BERSANI: No. 10 MR. WOERNER: Nothing. 11 MR. FOWLER: All right. We'll reserve 12 signature. 13 (AND FURTHER DEPONENT SAITH NOT.) 14 15 16 17 18 19 20 21 22 23 24</p> <p style="text-align: right;">Page 143</p>	<p>1 STATE OF ILLINOIS) 2) SS: 3 COUNTY OF C O O K) 4 5 I, Deborah Janicek, Certified 6 Shorthand Reporter and Notary Public in and for 7 the County of Cook and State of Illinois, do 8 hereby certify that CHRISTINE PIEMONTE was first 9 duly sworn by me to testify the truth, the whole 10 truth and nothing but the truth, and that the 11 above deposition was recorded stenographically by 12 me and was reduced to typewriting under my 13 personal direction. 14 I further certify that the foregoing 15 transcript of the said deposition is a true, 16 correct and complete record of the testimony given 17 by the said witness at the time and place 18 specified herein before. 19 I further certify that I am not a 20 relative, employee, attorney or counsel of any of 21 the parties, nor a relative or employee of such 22 attorney or counsel, or financially interested 23 directly or indirectly in this action. 24</p> <p style="text-align: right;">Page 145</p>

1 In witness whereof, I have hereunto
2 set my hand and affixed my seal of office at
3 Chicago, Illinois, this _____ day of September,
4 A.D., 2020.

5 



6 Deborah Janicek
7 Certified Shorthand Reporter
8 License No. 084-003352
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Village of Melrose Park

Ronald M. Serpico, Mayor

EMPLOYEE HANDBOOK

THIS VERSION EFFECTIVE JANUARY 27, 2020.

This Handbook supersedes and replaces all other previously-issued handbooks.



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1. INTRODUCTION

1.1 Welcome from the Village Mayor

On behalf of our residents, I want to say thank you for choosing a career as an employee of the Village of Melrose Park (referred to herein as the “Village” or “Melrose Park”).

The Melrose Park Employee Handbook (“Employee Handbook” or “Handbook”) was created to convey important information regarding your employment with the Village. Please carefully review all of the information provided in this Handbook and familiarize yourself with our Village policies, programs, and benefits.

I strongly believe that an informed Village employee who knows what is expected of him or her and what he or she can expect in return ensures better morale, a friendlier workplace, and a fairer approach to management – employee relations.

Together, we have made great strides in making Melrose Park a place where people want to move to and not from. However, there is much more work to be done.

Once again, I am glad you have chosen to be part of the Melrose Park team, which is making surrounding municipalities sit up and take notice of the excellent and innovative work being done here.

Sincerely,

Ronald M. Serpico

Village Mayor

1.2 Purpose and Applicability

The primary purpose of this Handbook is to provide a general overview of the work rules, policies, procedures, and benefits covering Melrose Park employees. This Handbook is not an exhaustive list of every workplace rule and policy for every circumstance or context. Rather, this Handbook is meant to serve as a guide to employees for commonly raised questions. From time to time, the Village may add, modify, supplement, rescind, or revise any provision in this Handbook or the policies, practices, benefits, and procedures on which they are based. When changes are made to the policies and guidelines contained in this Handbook, the Village will endeavor to communicate them in a timely fashion. No provision of this Handbook establishes a contract (express or implied), a promise of continued employment, or any other obligation on the part of the Village.

This Handbook is not a substitute for the terms of any medical, pension, or other benefit plan. If there is at any time a conflict between this Handbook and the terms of such a benefit plan, the terms of the benefit plan and not this Handbook will control. If you are in a position covered by a collective bargaining agreement, the policies and procedures contained in the collective bargaining agreement will apply in the event they differ from the policies and procedures contained in this Handbook. This Handbook does not supersede a collective bargaining agreement or any other contract for employment. To the extent anything in this Handbook conflicts with contractual obligations or state or federal laws or regulations, those obligations and laws or regulations will prevail.

Since there may be some subjects that have not been anticipated, we ask that any unanswered questions be brought to the attention of your supervisor or to the Human Resources Department.

You are responsible for reading and understanding the contents of this Handbook, and we suggest you keep it in a safe and convenient place for accessibility.

1.3 Employment at Will

Unless otherwise provided for in a collective bargaining agreement or written employment contract, your employment with the Village is on an at-will basis. This means that your employment has no definite term and either you or the Village may terminate the employment relationship at any time, for any lawful reason, with or without cause or notice. Nothing in this Handbook modifies your at-will relationship with the Village.

Please be advised that no supervisor, manager, or representative of the Village other than the mayor (with the approval of the Board of Trustees of the Village of Melrose Park where required by law) has the authority to enter into any agreement with any individual for employment for any specified period of time or to make any promises or commitments contrary to the foregoing. Further, any such employment agreement will not be enforceable unless the agreement is in writing and signed both by you and the mayor. This policy supersedes any other communication, assurance, or promise which may have been made to you at any time, whether oral or written, with regard to your employment.

2. EMPLOYMENT POLICIES

2.1 Equal Opportunity Employer

The Village of Melrose Park is an Equal Opportunity Employer and does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, gender, national origin, age, marital status, sexual orientation, medical condition, disability status, sexual orientation, gender identity or expression, protected veteran status, or any other characteristic protected by federal, state or local law.

If you believe you have been subjected to any form of unlawful discrimination, you should provide a written complaint to the Human Resources Department. The Village will conduct a prompt and thorough investigation and try and resolve the situation. If it is determined that unlawful discrimination has occurred, the Village will take appropriate action. The Village will not retaliate against you for complaining of discrimination and will not knowingly permit retaliation by any Village employees.

2.2 Reasonable Accommodations for Individuals with Disabilities

To ensure equal employment opportunities to qualified individuals with a disability, the Village will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship would result. Employees or applicants who may require an accommodation to perform the essential functions of their positions should contact the Human Resources Department. Once the Human Resources Department has been contacted, the employee and Human Resources can discuss what accommodations are available and appropriate. If an accommodation is reasonable and will not impose undue hardship, the accommodation will be made.

Examples of possible accommodations include restructuring a position by redistributing marginal functions that an individual cannot perform because of a disability, reassigning a non-occupationally injured employee with a disability to an equivalent existing vacancy for which he or she is qualified, or providing modified scheduling.

2.3 Reasonable Accommodations for Conditions Related to Pregnancy

The Village will not discriminate or retaliate against a job applicant or employee affected by pregnancy, childbirth, or medical or common conditions related to pregnancy or childbirth. Otherwise qualified individuals who require an accommodation to perform the essential functions of their positions due to any medical or common condition related to pregnancy or childbirth should contact the Human Resources Department. Reasonable accommodations that do not impose undue hardship on the Village will be made.

2.4 Commitment to Diversity

Melrose Park is committed to maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the Village and are valued for their skills, experience, and unique perspectives. This commitment is embodied in Village policy and the way we operate.

2.5 Harassment and Complaint Procedure

Harassment based on such factors as race, color, ancestry, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, veteran status, or any other characteristic protected by local, state or federal law is prohibited.

It is the Village's policy to provide a work environment free of sexual and other harassment. To that end, harassment of Village employees by management, supervisors, coworkers, or nonemployees who are in the workplace is absolutely prohibited. Employees' interactions at any time during or outside of work have a direct impact on their working relationships. Further, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is similarly unlawful and will not be tolerated. The Village of Melrose Park will take all steps necessary to prevent and eliminate unlawful harassment.

Definition of Unlawful Harassment. "Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class.

Unlawful harassment includes, but is not limited to, slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristics protected by local, state, or federal law.

Definition of Sexual Harassment. "Sexual Harassment" is harassment in the workplace, or other professional or social situations, involving the making of unwanted sexual advances or obscene remarks.

Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment.

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwanted sexual advances, whether they involve physical touching or not;
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, and/or comments about an individual's sexual activity;

- Displaying sexually suggestive objects, or pictures; and
- Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments.

All employees should take special note that, as stated above, retaliation against an individual who has complained about sexual harassment and retaliation against individuals for cooperating with an investigation of a sexual harassment complaint is unlawful and will not be tolerated.

Complaint Procedure

Any employee who believes he or she has been subject to or witnessed illegal discrimination, including sexual or other forms of unlawful harassment, is requested and encouraged to make a complaint. You may complain directly to your immediate supervisor or department manager, the Director of Human Resources, or any other member of management with whom you feel comfortable bringing such a complaint.

No retaliation or other adverse action will be taken against an employee for making a complaint or report of discrimination or harassment or for assisting in the investigation of any such complaint or report. Any suspected retaliation or intimidation should be reported immediately to one of the persons identified above. All complaints will be investigated promptly and with regard for confidentiality. If the investigation confirms conduct contrary to this policy has occurred, the Village will take immediate appropriate corrective action, including discipline up to and including immediate termination.

Reporting Procedures for Elected Officials

An elected official who either observes another elected official engage in sexual harassment or believes themselves to be the object of sexual harassment by another elected official may report such conduct for independent review to the Village Attorney. If the Village Attorney believes a conflict exists which prevents her or him from conducting an independent review, the Village Attorney must notify the Village Board of Trustees of such conflict. Upon receiving notification of the conflict, the Village Board of Trustees shall authorize the engagement of outside legal counsel to conduct the review.

The Village Attorney or other outside legal counsel shall conduct an independent review of the allegations and provide any findings to the corporate authorities of the Village. Any documents, communications or other records created pursuant to the review shall remain confidential, subject to attorney-client privilege, and will not be disclosed unless such disclosure is authorized by resolution with the concurrence of a majority of all members then holding office on the Village Board of Trustees, or as otherwise required by applicable local, State or federal law.

Such records shall also be presumed as exempt from disclosure under the Freedom of Information Act, to the extent it is applicable.

2.6 Open Door Communication Policy

We believe free and open communications between personnel at all organizational levels within the Village of Melrose Park is in the best interests of both the Village and individual employees. If you have a problem, suggestion, or question regarding your job or working conditions, the Village encourages you to voice your concerns openly and directly to your supervisor/manager. However, if you feel it is not appropriate to contact your supervisor/manager or if you feel the issue has not been addressed, you may bring the issue to your Department Head. If a problem or complaint cannot be resolved within your department, or if you feel the circumstances warrant, you may seek guidance from the Human Resources Department. The Village values your input, and you should feel free to raise issues of concern, in good faith, without fear of retaliation. The Village will maintain confidentiality whenever possible and appropriate.

2.7 Confidential Information

The protection of confidential information is vital to the interests and success of the Village of Melrose Park. Confidential information in this context refers to any information that may not be obtained pursuant to the Illinois Freedom of Information Act (5 ILCS 140/1 et seq.). The Village prohibits employees from directly or indirectly disclosing or using confidential information except as required by law or in the performance their official duties and responsibilities.

An employee who improperly uses or discloses confidential information will be subject to disciplinary action up to and including termination of employment and legal action, even if he or she does not actually benefit from the disclosed information.

All inquiries from the media must be referred to Mack Communications.

2.8 Residency Requirement

The Village has adopted a residency requirement that is stated in Chapter 2.52 of the Village of Melrose Park Municipal Code. Any failure to comply with the Village's residency requirement shall be grounds for termination.

2.9 Job Postings

The Village of Melrose Park provides employees an opportunity to indicate their interest in open positions and to advance within the Village according to their job skills and experience. In general, notices of all regular, full-time and part-time positions are posted, although the Village reserves its discretionary right not to post a particular opening. Job postings will be posted on the employee bulletin board and will include the date of the posting, job title, department, job summary, essential duties, and qualifications (required skills and abilities).

To be eligible for an open position, employees must have a satisfactory performance record and have completed the initial orientation period. Employees who have a written warning on file or are on suspension or probation are not eligible to apply for posted positions. Eligible employees should only apply for those posted jobs for which they possess the required skills and qualifications.

To apply for an open position, employees should submit an internal job application to the Human Resources Department listing their job-related skills and accomplishments, including their current experience with the Village of Melrose Park.

2.10 Applications

The Village only will accept applications for employment when specific positions are available. All such applications shall be retained by Human Resources and shall be considered for employment for a period of one (1) year.

Prospective employees must complete and sign an application in order to be considered for an open position. The Village relies upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the Village of Melrose Park's exclusion of the individual from further consideration or, if the person has been hired, termination of employment.

2.11 Immigration and Reform Act

The Village will only hire those persons legally eligible to work in the United States. Documents that prove both identity and authorization to work must be provided to the Village within the first three (3) days of employment. All employees not able to establish identity and authorization to work will not be able to work until accepted documents are presented to the Village. It will be the responsibility of the employee to provide current documents upon their expiration. All changes in status also must be reported to the Human Resources Department.

2.12 Background Check

All job candidates will be subject to a background check to verify information on their job application and throughout the hiring process. Information that is job-related may include but is not limited to employment, education, social security number and references. All information received will be kept confidential. Hiring managers will be notified of any information that adversely affects the hiring of an applicant.

2.13 Initial Orientation Period

New employees will attend a New Employee Orientation session in the Human Resources Department on or near their first day of employment. The primary purpose of this orientation is to acquaint new employees with the Village's benefits, policies and procedures. The new employee will meet with a representative from Human Resources and complete all necessary forms for payroll, personnel records and insurance coverage.

Upon completion of the orientation session, the employee will be trained. The training will include the employee's working hours, breaks and lunch, a tour of the facilities, and safety requirements. Questions are encouraged and welcomed.

All new employees must complete an orientation period of ninety (90) days. This is intended as a period of learning adjustment and an opportunity for the Village to evaluate the new employee's

suitability. This is not a guarantee of ninety (90) days of employment. As always, employment may be terminated by either party at any time and for any reason during this period.

During this orientation period, the new employee is expected to meet or exceed the established performance standards for new employees in that position and to learn and observe standard procedures and work rules. The end of an orientation period does not in any way restrict the Village's authority to discharge, discipline, or transfer the employee.

2.14 Promotions and Transfers

Job vacancies may be posted on bulletin boards located throughout the building at the Village's discretion. Village policy is to promote and train from within, whenever practical. Promotion or transfer from one position to another shall be based on such job-related factors as ability, job performance, attendance, education, and the needs of the Village.

As business and staffing needs require, employees may be asked to accept a permanent or temporary transfer to another position. Employees also may apply for a transfer or promotion to a vacant position by completing an internal job application. Employees must indicate the specific position in which they are interested.

When moved into the new position, the employee shall serve the customary ninety (90)-day orientation period during which he or she may receive assistance in learning the new job. When transferred to a comparable position, the employee will continue to receive the same rate of pay. If he or she is transferred to a job that has a pay rate higher than that of the original position, the employee's rate of pay may be adjusted to the appropriate rate for the new position. Upon satisfactory completion of the orientation period, he may be reinstated to the former job without prejudice or loss of any rights or privileges (if that original position or its equivalent is available).

No employee will be permitted to bid for a promotion to a new position until he or she has completed the initial ninety (90)-day orientation period. This requirement permits an employee to become somewhat skilled and knowledgeable in one area before taking on additional responsibilities and reduces the disruption within departments that may be caused by excessive reassignment of employees.

2.15 Employment Classifications

The Village classifies employees under defined categories so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time. If you have any questions or concerns regarding your classification, you should contact the Human Resources Department.

1. **Full-Time Employees:** Full-time employees are those who are regularly scheduled to work at least 30 hours per week, including vacation time and sick leave, and are not expected to be seasonal.

2. **Part-Time Employees:** Part-time employees are those who are regularly scheduled to work fewer than 30 hours per week and are not expected to be seasonal.
3. **Seasonal Employees:** Seasonal employees are those who are hired for a position with an annual employment period of 6 months or less around the same time of year. Seasonal employees can be scheduled to work more than 30 hours per week. Seasonal employees are not eligible for benefits unless otherwise provided by law or Village policy.
4. **Exempt Employees:** Exempt employees are exempt from the overtime provisions of the Fair Labor Standards Act and applicable state law because their job duties and salary meet the exemption requirements of the law. Exempt employees are paid a salary and are not required to be paid overtime for work performed beyond forty hours in a workweek. Exempt employees are not required to record the hours they work.
5. **Nonexempt Employees:** Nonexempt employees do not meet the exemption tests under the Fair Labor Standards Act and applicable state law and are paid overtime for hours worked over 40 in a workweek. Nonexempt employees can be paid a salary or an hourly rate and are required to record the hours they work.

3. WORKPLACE RULES AND GUIDELINES

3.1 Attendance

Regular attendance is the employee's personal responsibility. An unsatisfactory attendance record may affect an employee's advancement, merit increases, and continuance on the job. Failing to comply with the Village's attendance policies may lead to disciplinary action up to and including termination.

All calls should be placed to the employee's supervisor/manager at least one (1) hour before the start of a shift or up to thirty (30) minutes after. If the call is not received within that period of time, it may be considered a "no call." The employee must call the supervisor/manager promptly on the first day of absence and every day thereafter unless the supervisor/manager instructs the employee otherwise.

Should the employee's immediate supervisor/manager be unavailable, an absent employee is to speak with the Human Resources Department. At no time should voicemail be used to report any absences.

An "absence" for purposes of this policy is the failure to report for work or failure to remain at work as scheduled. It does not include authorized absences for holidays, vacations, or approved leaves of absences. Employees who fail to call in for three (3) consecutive workdays to report an absence shall be considered to have voluntarily resigned from their employment with the Village.

Workdays are considered consecutive even when broken by normal non-working days such as holidays or weekends.

All sworn personnel of the Police and Fire Departments are regulated by and must be in compliance with the policies of the Board of Police and Fire Commissioners. Rules of conduct, disciplinary matters and procedures, and the promulgated Rules and Regulations of the Melrose Park Police and Fire Departments shall be as stated in the Commission Policies and Departmental Rules and Regulations.

3.2 Personal Conduct

Employees are required to conduct themselves in a professional manner at all times. Each employee has an obligation to refrain from activities that conflict or interfere with Village operations. A non-exhaustive list of common-sense expectations for employee conduct is stated below.

- Employees must take no action or work in any manner that may cause injury to themselves or their fellow employees.
- Employees must not do anything to interfere with the work of other employees.
- Employees must treat other employees with courtesy and respect.
- Verbal and/or physical confrontations of any kind are not acceptable and are subject to disciplinary action up to and including termination.
- Abusive language and threatening gestures toward other employees will not be tolerated.
- Employees must refrain from using profanity of any kind.
- Gambling of any kind or bookmaking on Village premises is prohibited.
- Drinking alcoholic beverages on Village premises is prohibited.
- Posting or showing obscene drawings or photographs, or using sexually-oriented language including accessing or transmitting pictures or drawings from or through the Internet will be considered sexual harassment and will be dealt with under the Village's sexual harassment policy.
- No gifts will be accepted by any employee from a vendor or client.
- Personal phone calls, e-mail messages, or other non-work-related activities during working hours are generally prohibited.
- All employees are expected to have a positive attitude and foster collegiality in the workplace.
- Insubordination, dishonesty, or failing to follow rules of any kind will not be tolerated.
- Employees are expected to be punctual, careful, and efficient at all times.

- Employees must not smoke, eat, or drink in prohibited areas.

The above are just some examples of common-sense rules that Village employees are required to follow. The Village retains the right to determine whether an employee's conduct, under a given set of circumstances, violates this policy. Failing to act in accordance with Village expectations may lead to disciplinary action up to and including termination.

3.3 Dress and Grooming

The Village of Melrose Park expects its employees to dress and maintain personal grooming in a manner that projects a business-like professional image. It is the responsibility of each employee to adhere to this policy.

Office employees are expected to minimally dress in "business casual" attire. Business casual attire generally includes slacks, skirts, open-neck collared shirts, polo shirts, sweaters, or blouses. Jeans may be worn on Fridays only. If an employee's position requires that he or she wear a uniform, the employee must keep the uniform clean and in good repair.

The following are some examples of clothing that is always unacceptable:

- Athletic shoes, sneakers, flip-flops, and slippers;
- Exercise clothing, warm-up suits, wind suits;
- Sweatshirts or sweatpants;
- Mini-skirts and spaghetti-strap dresses;
- Crop tops, halter tops, midriff tops, tank tops, and tops with bare shoulders;
- Short shorts, Bermuda shorts; or
- Torn or faded clothing.

In addition to the above, any other clothing deemed inappropriate by your supervisor/manager should not be worn. Attire outside of the acceptable guidelines is not permitted, and supervisors and managers will strictly enforce the dress code. If you are in doubt at any time about appropriate dress, follow the standard business attire guidelines or ask your supervisor/manager. Non-compliance may require a trip back home, without pay, before you may begin your workday.

Consult your supervisor/manager or Human Resources if you have any questions as to what constitutes appropriate attire.

3.4 Solicitations and Distributions

Solicitations for contributions, sale of merchandise, circulation of petitions, solicitations for membership in clubs or organizations, and all other forms of solicitation, including the distribution of handbills, flyers, or other similar materials, by or from Village employees, during working time is prohibited. "Working time" for purposes of this policy means those times during the workday

when employees are required to be engaged in work-related tasks and does not include time before or after the workday, authorized break times, or meal times. All solicitations and distributions will be limited to non-working areas.

Solicitations or distributions of any kind by non-employees is prohibited: (i) during the working time of any employee receiving the solicitations or distributions; (ii) at any time in areas not open to the public or in public areas where such activity is inconsistent with the intended or normal use of the area; or (iii) in a manner that disturbs working employees.

3.5 Personal Phone Calls

The Village telephones are principally for work-related purposes. It is recognized that some personal telephone calls may be necessary. However, personal telephone calls should be kept brief and should only be made during non-working time and in non-working places whenever possible.

If a supervisor believes an employee is abusing this privilege, the employee may be subject to discipline up to and including termination.

3.6 Workplace Technology

Voicemail, computers, e-mail, and the Internet are provided to employees solely for work-related functions. Use of these systems will be randomly monitored and may be inspected without notice. Employees should not expect privacy in the use of these systems and the Village may override personal codes and passwords at any time. The installation and/or use of computer games or other non-work-related programs will not be allowed.

Employees may access only those files or programs that they have permission to enter, and any unauthorized viewing, duplication, dissemination, removal, damage, or alteration of files, computer systems, or programs, or other employer property or the improper use of such information is prohibited.

Use of computer equipment, Internet, e-mail, and voicemail for gambling of any kind or bookmaking is prohibited.

Use of computer equipment, Internet, e-mail, and voicemail must at all times comply with the Village's EEO, harassment, and other policies.

Employees who improperly use computer equipment or disclose any confidential information obtained from the use of Village computer equipment will be subject to disciplinary action up to and including termination of employment.

3.7 Social Media Policy

At the Village of Melrose Park we understand that social media can be a fun and rewarding way to share your life and opinions with family, friends, and co-workers. However, use of social media also presents certain risks and carries with it certain responsibilities. To help you in making responsible choices, we have established these guidelines for appropriate use of social media. This policy applies to all Village employees.

Guidelines

In the rapidly expanding world of electronic communication, “social media” can mean many things. Social media includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else’s web log or blog, journal or diary, personal web site, social networking (Facebook, Instagram, Twitter) or affinity web sites, web bulletin board or a chat room, whether or not associated or affiliated with the Village. Ultimately, you are solely responsible for what you post online. Before creating or commenting on online content, consider some of the risks and rewards that are involved. Conduct which adversely affects your job performance, the performance of fellow employees, or otherwise adversely affects people who work on behalf of the Village of Melrose Park may result in disciplinary action up to and including termination.

Know and follow the rules

Carefully read these guidelines and the Village’s policies on sexual and other unlawful harassment. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may subject you to disciplinary action up to and including termination.

Be respectful

Always be fair and courteous to fellow employees or people who work on behalf of the Village of Melrose Park. Also, keep in mind that you may be more likely to resolve work-related complaints by speaking directly with your co-workers or by utilizing our Open Door Policy than by posting complaints to a social media outlet. Nevertheless, if you decide to post complaints or criticism, avoid using statements, photographs, video, or audio that reasonably could be viewed as malicious, obscene, and threatening or intimidating, that disparage members, or employees, or that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone’s reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, religion, or any other status protected by law or Village policy.

Be honest and accurate

Make sure you are always honest and accurate when posting information or news, and if you make a mistake, correct it quickly. Be open about any previous posts you have altered. Remember that the Internet archives almost everything; therefore, even deleted postings can be searched. Never post any information or rumors that you know to be false.

Post only appropriate and respectful content

- Maintain the confidentiality of private or confidential information. Do not post internal reports, policies, procedures, or other internal communications.

- Express only your personal opinions. Never represent yourself as a spokesperson for the Village of Melrose Park. If the Village is a subject of the content you are creating, be clear and open about the fact that you are an employee and make it clear that your views do not represent those of the Village or people working on behalf of the Village. If you do publish a blog or post online related to the work you do or subjects associated with the Village, make it clear that you are not speaking on behalf of the Village. Consider including a disclaimer such as: “The postings on this site are my own and do not necessarily reflect the views of the Village of Melrose Park.”

Using social media at work

Refrain from using social media while on work time or on equipment we provide, unless it is work-related as authorized by your manager or consistent with the Workplace Technology Policy. Do not use Village email addresses to register on social networks, blogs, or other online tools utilized for personal use.

Retaliation is prohibited

The Village prohibits taking negative action against any employee for reporting a possible deviation from this policy or for cooperating in an investigation. Any employee who retaliates against another employee for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action up to and including termination.

Media contacts

Employees should not speak to the media on the Village’s behalf without contacting the Human Resources Department. All media inquiries should be directed to the Human Resources Department.

3.8 Disciplinary Action

While we hope and expect the need for disciplinary action will be rare, when employees fail to meet Village expectations, we will not hesitate to take appropriate action. Depending on the circumstances, the appropriate level of action may be a final warning, suspension or, in some cases, termination of employment.

The Village’s corrective action process normally includes the three (3) steps listed below. However, the Village reserves the right to make decisions based on an individual case-by-case basis.

1. **Verbal Warning:** The first step in the Village’s corrective action process is usually a verbal warning.
2. **Written Warning:** If the employee does not satisfy expectations after receiving the verbal warning, then the employee may receive a written warning in which the

supervisor/manager will specify his expectations and a given time frame in which the employee must make improvements.

3. **Final Written Warning:** If the employee still fails to satisfy expectations after receiving a written warning, the employee may receive a final warning or may be terminated.

If an employee's performance or conduct improves after being given a written warning, the employee will be advised that any further unacceptable conduct within a six (6) month period will result in the employee automatically being placed on final written warning. Any employee under written warning does not qualify for promotion or transfer to another position, nor does the employee qualify for a merit increase. All documentation regarding disciplinary actions will be placed in the employee's personnel file.

While the Village strives to enforce its policies consistently, it is generally not obligated to follow any disciplinary or grievance procedure and, depending on the circumstances, may elect to discipline or terminate an employee without prior warning or procedure. If you are covered by a collective bargaining agreement, then you are subject to the disciplinary or grievance procedures contained in your collective bargaining agreement.

3.9 Separation of Employment

Separation of employment is an inevitable part of personnel activity within any organization, and many of the reasons for separation are routine. Below are some of the most common circumstances under which employment is separated:

- **Resignation** – An employee may elect to resign or leave the Village voluntarily through mutual agreement. The employee should submit a written resignation to the Human Resources Department at least ten (10) working days in advance of the employee's anticipated last day in order to leave in good standing. The written resignation will become part of the employee's permanent personnel file, and leaving the Village without proper notice may make the employee ineligible for re-employment. Resignation may also occur when an employee is absent for three (3) consecutive workdays without properly calling in except in cases when an emergency precludes the employee from calling in.
- **Termination/Discharge** – An employee may be terminated from his or her employment with the Village. Termination may be with or without cause and with or without notice.
- **Layoff/Reduction in Force** – From time to time, it may be necessary for the Village or any department within the Village to restructure its programs and services in response to changing demands or other circumstances. In such situations, the Village may be required to reduce its workforce.

4. HOURS AND WAGES

4.1 Work Week and Hours of Work

- **Office Hours:** Office hours are Monday through Friday 9:00 a.m. to 5:00 p.m. Individual work schedules may vary depending on the needs of each department.

- **Public Works Hours:** Normal work hours are Monday through Friday 8:00 a.m. to 4:00 p.m. with the exception of summer schedules of Monday through Friday 7:00 a.m. to 3:00 p.m. Individual work schedules may vary depending on the needs of each department.

4.2 Meal and Rest Breaks

Employees who work 7 1/2 continuous hours or more shall be given a one (1) hour lunch period and two (2) fifteen (15) minute break periods. Lunch and break periods are determined by the employee's supervisor/manager. Lunch periods are required to be taken within the first five (5) hours of an employee's workday. If an employee chooses to not take a break and/or a lunch period, no additional compensation will be awarded.

If you are covered by a collective bargaining agreement, your meal and rest breaks may be governed by the terms and conditions of the collective bargaining agreement.

4.3 Payroll

Paychecks will be distributed on the 5th (paid through the 1st) and the 20th (paid through the 15th) of each month. If a payday falls on a Saturday, distribution will take place on the previous workday. If a payday falls on Sunday, distribution will take place on the following Monday. A paycheck will be given only to the employee to whom it is issued unless prior written approval has been pre-arranged.

For terminated employees, a paycheck will be issued on the regularly scheduled pay date following the date of termination. A separate check for accrued vacation time will be issued on the following regularly scheduled pay date after termination. If an employee is not at work on the day that checks are distributed, the employee may contact the Human Resources Department to arrange pick-up of the check. No checks will be distributed earlier than the scheduled paydays. No exceptions will be made.

All required deductions, such as for federal, state, and local taxes and all authorized voluntary deductions, such as for health insurance contributions, will be withheld automatically from employees' paychecks. All employees should routinely examine every paycheck and immediately report any inaccuracies to the Human Resources Department.

4.4 Recording Time

If you are classified as a non-exempt employee, you are required to record the time you begin and end your workday as well as the beginning and ending time of each meal period or departure from work for personal reasons by punching a time card. Time cards should record the actual hours worked. Exceptions from your normal regularly scheduled hours must be initialed by your supervisor/manager. No one other than you is allowed to punch your time card. Violators will be subject to disciplinary action up to and including termination.

4.5 Overtime for Non-Exempt Employees

Workloads and deadlines sometimes require additional employee time. Employees are therefore expected to be adaptable and willing to work additional hours when necessary for the successful completion of a project.

If you are a non-exempt employee, you may qualify for overtime pay for any time worked in excess of forty (40) hours in a workweek. Overtime will be paid at the rate established by law or Village policy. All overtime must be authorized in advance by your supervisor/manager. Non-exempt employees are not to work before, beyond, or outside their standard hours unless authorized by their immediate supervisor/manager.

Overtime pay will be reflected on the paycheck issued on the next scheduled pay date immediately following receipt of the weekly time cards/sheets. Any time not actually worked, such as sick days and personal days, will not be counted as time worked for overtime calculation purposes.

For nonexempt and hourly employees, overtime is paid at one and one-half times (1.5x) the regular rate of pay for hours actually worked over forty (40) in a workweek. The Village may permit non-exempt and hourly employees to earn double their regular rate of pay for any overtime worked on Sundays.

5. PAID TIME OFF AND LEAVES OF ABSENCE

5.1 Vacation

Vacation time is earned based on regular hours worked. Vacation will not accrue while an employee is on a leave of absence or short-term disability, unless otherwise required by law. Vacation that has not yet accrued may not be used.

The following schedule for vacation time will be applicable for regular, full-time employees. Part-time employees are not eligible for vacation days.

- Employees hired between January 1st and June 30th will earn five (5) vacation days to be taken in the last six (6) months of the current year. As of January 1st, the employee will be eligible for ten (10) days of vacation.
- Employees hired between July 1st and December 31st will earn five (5) vacation days to be taken the following year.
- Employees with more than one (1) year of full-time service through four (4) years of service will receive ten (10) days of vacation as of January 1st.
- Employees with more than five (5) years of full-time service through ten (10) years of service will receive fifteen (15) days of vacation as of January 1st.
- Employees with more than ten (10) years of full-time service through twenty (20) years of service will receive twenty (20) days of vacation as of January 1st.

Vacation accrues on a prorated basis. The “vacation year” for employees is the twelve-month period following the anniversary of the date of hire. For example, the “vacation year” for an employee with a hire date of April 15 would be April 15 through April 14 of the following year. Employees may accrue the maximum paid vacation based on the years of service indicated

above. However, at no time may an employee's total accumulated vacation exceed their annual allowance. Carrying over any amount in excess of the annual allowance is not allowed at any time during the year.

An employee must receive the written approval of his or her supervisor/manager before taking a vacation as far in advance as possible with a minimum of 72 hours advanced notice. Vacations longer than two (2) weeks can be arranged; however, this must be requested and approved several months in advance.

Vacation time may be denied at certain periods due to workload and the number of employees requesting the same vacation days. Unused vacation time will not be carried over to subsequent years.

Unused and accrued vacation time will be paid when an employee terminates employment with the Village, pursuant to applicable law. Vacation pay will be paid on or before the Village's next regular payday after the last day of employment.

Vacation will not be granted via phone when calling in to report an absence.

5.2 Personal Days

Regular full-time employees who have worked for the Village for at least one (1) year earn four (4) personal days at the beginning of each calendar year. Regular full-time employees who have worked for the Village less than one (1) year shall accrue one personal day for every three (3) months worked.

5.3 Sick Days

Sick days are granted to regular full-time employees and may be used either for absence due to an illness, injury, or medical appointment of the employee or for an illness, injury, or medical appointment of the employee's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent for reasonable periods of time as the employee's attendance may be necessary.

Regular full-time employees who have worked for the Village for at least (1) year earn six (6) sick days at the beginning of each calendar year. Regular full-time employees who have worked for the Village less than one (1) year shall accrue one (1) sick day for every two (2) months worked but are not eligible to take a sick day until the first day after the completion of the third month of employment. Sick days can be taken only to the extent that they are accrued. Sick days will not accrue while an employee is on a leave of absence or short-term disability.

Accrued sick days may be carried over to subsequent years. No more than thirty (30) sick days can be accumulated at any time. Sick days will not be paid upon termination or retirement of employment. Sick days may not be used as an extension of vacation or personal time.

5.4 Procedures for Unscheduled Absences Due to Illness

For any unscheduled absence due to illness, employees must call their supervisor/manager promptly on the first day of illness and everyday thereafter, unless the supervisor/manager instructs the employee otherwise. In cases of extended illness lasting three (3) or more consecutive days, a doctor's authorization stating the number of days the employee is to remain off work must be submitted to the Human Resources Department. Employees shall be required to provide a medical release prior to returning to work. Failure to provide such a release prior to returning to work may result in loss of pay for the day(s) in question.

All calls should be placed to the employee's supervisor/manager at least one hour before the start of a shift or up to thirty (30) minutes after the start of the shift. If the call is not received within that period of time, it may be considered a "no call." Three (3) consecutive days of failing to call or appear at work will be considered a voluntary resignation.

Should an employee's immediate supervisor/manager be unavailable, an employee is to speak with the department assistant, another supervisor/manager, or to the Human Resources Department. The voicemail system must never be used to report an absence.

5.5 Family and Medical Leave Of Absence ("FMLA") Policy

1. If you have been employed by the Village of Melrose Park for at least twelve (12) months (with no break in service of seven (7) or more years, except if such break in service is related to (a) USERRA covered military obligations and/or (b) as otherwise provided in a collective bargaining agreement or other written agreement, if applicable), and have worked at least 1,250 hours during the 12-month period preceding the start of the leave, and you work at or report to a work site which has fifty (50) or more Village of Melrose Park employees within a 75-mile radius of that work site, you are eligible for up to a total of twelve (12) workweeks of unpaid leave during any rolling twelve (12) month period for one or more of the following reasons:
 - a. Because of the birth of your child and in order to care for such child (within 12 months after the birth of the child);
 - b. Because of the placement of a child with you for adoption or foster care (within 12 months of the placement of the child);
 - c. In order to care for your spouse, child, or parents if they have a "serious health condition;"
 - d. Because of a "serious health condition" that makes you unable to perform the functions of your job; or
 - e. Because of any "qualifying exigency" (as defined by the Secretary of Labor) arising out of the fact that your spouse, child, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces (retired member only), National Guard or Reserves in support of a contingency operation.

2. Serious Health Condition. For purposes of this policy, “serious health condition” means an illness, injury, impairment or physical or mental condition that involves one of the following:
 - a. Hospital Care. Inpatient care in a hospital, hospice or residential medical care facility, including any period of incapacity relating to the same condition;
 - b. Absence Plus Treatment. A period of incapacity of more than three full consecutive calendar days (including any subsequent treatment or period of incapacity relating to the same condition), that also involves either: (1) treatment two (2) or more times (within 30 days and provided the first visit takes place within seven (7) days of the first day of incapacity) by a health care provider, by a nurse or physician’s assistant under direct supervision of a health care provider, or by a provider of health care services under orders of, or on referral by, a health care provider; or (2) treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider (first visit to health care provider must take place within seven (7) days of the first day of incapacity);
 - c. Pregnancy. Any period of incapacity due to pregnancy, or for prenatal care;
 - d. Chronic Conditions Requiring Treatment. A chronic condition which: requires at least two (2) periodic visits for treatment per year by a health care provider, or by a nurse or physician’s assistant under direct supervision of a health care provider; which condition continues over an extended period of time; and may cause episodic rather than a continuing period of incapacity;
 - e. Permanent/Long-term Conditions Requiring Supervision. A period of incapacity which is permanent or long-term due to a condition for which treatment may be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider;
 - f. Multiple Treatments (non-chronic conditions). Any period of incapacity to receive multiple treatment (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three (3) full consecutive calendar days in the absence of medical intervention or treatment.
3. Qualifying Exigency Leave. If you are an eligible employee (as defined above), you are entitled to take up to twelve (12) weeks of unpaid FMLA leave for any qualifying exigency arising out of the fact that a covered military member is on active duty or called to active duty status. The leave described in this paragraph is available during a 12-month rolling period, and may be taken on an intermittent or reduced leave schedule basis. You will be required to provide a copy of the covered military member’s active duty orders or other documentation issued by the military that indicates that the military member is on active duty or call to active duty status in support of a contingency operation and the dates of the covered military member’s active duty service. Eligible employees may take all twelve

(12) weeks of his/her FMLA leave entitlement as qualifying exigency leave or the employee may take a combination of twelve (12) weeks of leave for both qualifying exigency leave and leave for a serious health condition (as defined above).

With respect to a Qualifying Exigency Leave:

- a. A “covered military member” means your spouse, son, daughter, son, or parent who is on active duty or called to active duty status.
- b. A “qualifying exigency” includes the following broad categories: (a) short notice deployment; (b) military events and related activities; (c) childcare and school activities; (d) financial and legal arrangements; (e) counseling; (f) rest and recuperation; (g) post deployment activities, including reintegration activities, for a period of 90 days following the termination of active duty status; and, (h) additional categories that are agreed to by the employer and employee within this phrase.
- c. The phrase “son or daughter” is defined as your biological, adopted, or foster child, stepchild, legal ward, or child for whom you stood in loco parentis, of any age for qualifying exigency leave, who is on active duty or called to active duty status who is of any age. (Note: This definition is different from other sections of this FMLA policy).
- d. A “parent” means a biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to you when you were a son or daughter but it does not included “parents in law”.
4. Military Caregiver Leave. If you have been employed by the Village of Melrose Park for at least twelve (12) months and have worked at least 1,250 hours during the 12-month period preceding the start of the leave, and you work at or report to a work site which has fifty (50) or more Village of Melrose Park employees within a 75-mile radius of that work site, and you are a spouse, child (of any age for military caregiver leave), parent or next of kin of a Covered Service member, as defined below, you are entitled to a total of twenty-six (26) workweeks of unpaid leave during a single 12-month period to care for the Covered Service member (including twelve (12) workweeks for any other FMLA qualifying reason). The leave described in this paragraph shall only be available during a single 12-month period beginning as of the date the leave commences and ending 12 months after that date (and any unused amounts are forfeited). Military Caregiver Leave may be permitted more than once if necessary to care for a different Covered Service member (or the same Service member with multiple or subsequent injuries or illnesses) up to a combined total of twenty six (26) workweeks in a twelve (12) month period. However, your total available leave time in any single 12-month period generally may not exceed a combined total of twenty-six (26) workweeks (including FMLA time off taken for any other reason); except as provided under the FMLA regulations. You will be required to timely submit the completed paperwork provided to you and available from our Human Resources Department as a condition of receiving approved Military Caregiver Leave; except as provided

under the FMLA regulations. NOTE: the 12 month computation period for this type of leave differs from the other types of FMLA leave.

With respect to Military Caregiver FMLA Leave:

- a. A “Covered Service member” means a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy from an injury or illness occurring in the line of active duty and/or during active duty, who is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.
- b. “Outpatient status” means the status of a member of the Armed Forces assigned to a military medical treatment facility as an outpatient or a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.
- c. “Next of kin” means the nearest blood relative of that individual (regardless of age) other than an employee’s spouse, son or daughter. You are required to provide confirmation of the relationship upon request. The Service member may designate the blood relative who is considered his/her next of kin; otherwise, the following order generally will apply: blood relatives granted custody by law, brother/sister, grandparents, aunts/uncles, and then first cousins.
- d. “Serious injury or illness” means an injury or illness incurred by the Service member in the line of duty on active duty in the Armed Forces that may render the Service member medically unfit to perform the duties of the member’s office, grade, rank or rating.

5. Spouses Employed by the Village of Melrose Park. If your spouse also works for the Village of Melrose Park and you both become eligible for a leave under paragraphs 1a. or 1b. above, or for the care of a sick parent under paragraph 1c. above, the two of you together will be limited to a combined total of twelve (12) workweeks of leave in any rolling 12-month period. In addition, if you and your spouse both become eligible for a leave under the Military Caregiver Family Leave provision above or under a combination of the Service member Family Leave provision, paragraphs 1a., 1b. and 1e. above, or to care for your parent with a serious health condition, the two of you together generally will be limited to a combined total of twenty-six (26) workweeks of leave in any single 12-month period, but if the leave taken by you and your spouse includes leave described in paragraphs 1a. through 1e. above, that leave shall be limited to a combined total of twelve (12) workweeks of leave in any rolling 12-month period.

6. Medical Certification. Any request for a leave under paragraphs 1c., 1d. or under the Service member Family Leave provision above must be supported by certification issued by the applicable health care provider or the Department of Defense. You are required to submit this information on the forms provided to you and available from the Human Resources Manager or on the Invitational Travel Orders or Authorizations provided to you by the Department of Defense.

You will be required to submit a new medical certification form for each leave year for a medical condition(s) that last longer than one year. Additionally, you are required to submit a

recertification of an ongoing condition every six (6) months in connection with an absence where the duration of the condition is described as “lifetime” or “unknown”.

At its discretion, the Village of Melrose Park may require a second medical opinion and periodic recertification to support the continuation of a leave or under paragraphs 1.c. and 1.d. (except as otherwise provided by the Department of Labor). If the 1st and 2nd opinions differ, a 3rd opinion can be obtained from a health care provider jointly approved by both you and the Village of Melrose Park (unless you accept the second opinion as determinative).

7. Intermittent Leave. If certified as medically necessary for the serious health condition of either you or your spouse, child or parent (Paragraphs 1c and 1d, above), or to care for a Covered Service member if you are a spouse, child, parent or next of kin to the Covered Service member (Paragraph 3, above), leave may be taken on an intermittent or reduced leave schedule. Intermittent leave also may be taken if you qualify for leave because of a qualifying exigency as described in Paragraph 1e, above, subject to the submission of a certification prescribed by the Secretary of Labor. If leave is requested on an intermittent basis, however, the Village of Melrose Park may require that you transfer temporarily to an alternative position which better accommodates recurring periods of absence or to a part-time schedule, provided that the position offers equivalent pay and benefits.

8. Light Duty Work Assignments. While voluntarily performing in a light duty capacity while on FMLA leave, that time does not count against your 12 week FMLA allotment. In effect, your right to restoration is held in abeyance during the period of time that you are performing in a light duty capacity (or until the end of the applicable 12 month FMLA leave year if longer).

9. Notification and Reporting Requirements. All requests for leaves of absence must be submitted to your supervisor or the Human Resources Manager at least thirty (30) days in advance of the start of the leave, except when the leave is due to an emergency or is otherwise not foreseeable. If the leave is not foreseeable, you must provide notice as soon as “practicable,” which generally means either the same day or the next business day that you learn of the need for leave, in the absence of any unusual circumstances. A delay in submitting an FMLA leave request may result in a loss of FMLA protections and/or a delay of the start of your leave. Your supervisor will forward the request to the Human Resources Manager for approval.

You must respond to our questions relative to your leave request so that we can determine if the leave qualifies for FMLA protection; failure to do so may result in loss or delay of FMLA protections. If you are seeking leave due to an FMLA-qualifying reason for which the Village of Melrose Park has previously granted you FMLA-protected leave, *you must specifically reference the qualifying reason or need for FMLA leave at the time of your request to be away from work.* It is not sufficient to simply “call in sick” without providing additional information which would reasonably cause the Village of Melrose Park to believe your absence/time away from work may qualify as an FMLA qualifying event. In all cases in which you are seeking leave under this policy, you shall provide such notice to the Village of Melrose Park consistent with the Village of Melrose Park’s established call-in procedures so long as no unusual circumstances prevent you from doing so. Failure to comply with the call-in procedures may result in a delay or denial of FMLA protected leave.

You must make an effort to schedule a leave so as not to disrupt business operations. During the leave, you may be required to report periodically on your status and your intention to return to work. Any extension of time for your leave of absence must be requested in writing prior to your scheduled date of return to work, together with written documentation to support the extension. Your failure to either return to work on the scheduled date of return or to apply in writing for an extension prior to that date will be considered to be a resignation of employment effective as of the last date of the approved leave. Employees on leaves for their own serious health condition must provide fitness-for-duty releases from their health care provider before they will be permitted to return to work. Your maximum time on a leave of absence, all types combined, and including all extensions, cannot exceed a total of twelve (12) weeks in a rolling twelve month period, unless you are a spouse, child, parent, or next of kin on leave to care for a Covered Service member, in which case your leave can last for up to twenty-six (26) workweeks in a single twelve (12) month period.

An Employee shall not be granted a leave of absence for the purpose of seeking or taking employment elsewhere or operating a private business. Unauthorized work while on a leave of absence will result in disciplinary action, up to and including discharge.

A leave of absence will not affect the continuity of your employment. Your original date of employment remains the same for seniority purposes. However, you will not accrue any benefits during the period you are on a leave.

10. Employee Benefits During Family and Medical Leave of Absence. You will be permitted to maintain health and dental insurance coverage for the duration of the leave under the same conditions coverage would have been provided if you had remained actively at work. However, you must make arrangements for the continuation of and payment of insurance premiums before you go on leave status. If you do not return to work after the leave, or if you fail to pay your portion of the premiums, you will be required, under certain circumstances, to reimburse the Village of Melrose Park for the costs and expenses associated with insuring you during the leave.

11. Return From a Family and Medical Leave. If you return from your leave on or before being absent for twelve (12) workweeks in a rolling twelve (12) month period or twenty-six (26) workweeks during a single twelve (12) month period if you took a leave under the Service member Family Leave provision, you will be restored to the same or to an equivalent position to the one you held when the leave started. Of course, you have no greater right to reinstatement or to other benefits and conditions of employment than if you had been continuously employed during the FMLA leave period. In determining whether a position is "equivalent" we would look at whether the position had substantially similar terms and conditions of employment and whether the position entails similar duties, skills, efforts, responsibilities, authority, privileges and status. The alternative position should be at the same worksite or a nearby worksite with a similar work schedule. However, the employee does not need to be reinstated in a position with the same job title or in the same physical office or cubicle as the prior position.

If the leave was due to your own serious health condition, you will be required to submit a fitness-for-duty certification from your health care provider in accordance with our normal policies and practices applicable to other leaves of absence, certifying that you are able to resume work and perform the essential functions of the job (either with or without a reasonable accommodation).

A list of the essential job functions will be made available to you for compliance with this requirement prior to the Village of Melrose Park designating your leave as FMLA leave. If a reasonable job safety concern exists, you also may be required to provide a fitness for duty certification up to once every 30 days before returning from an intermittent or reduced schedule FMLA leave related to your own serious health condition. Generally, a returning employee will be permitted to return to work within two (2) business days of the Village of Melrose Park's receipt of a valid fitness for duty release.

If you fail to return to work at the expiration of your approved Family and Medical Leave, it will be considered to be a resignation of your employment with us. Likewise, an employee on FMLA leave who provides notice of their intent not to return to work upon expiration of a leave will lose their entitlement to FMLA leave and related benefits.

12. Key Employees. Certain highly compensated key employees may be denied reinstatement when necessary to prevent "substantial and grievous economic injury" to the Village of Melrose Park's operations. A "key" employee is a salaried Employee who is among the highest paid 10% of Employees at that location, or any location within a 75-mile radius. Employees will be notified of their status as a key employee, when applicable, after they request a Family and Medical Leave.

13. Coordination with Other Policies. You must substitute any accrued paid vacation days, personal time, and sick days (if you otherwise qualify) for unpaid leave under this policy, and any such paid time off must be taken concurrently with your Family and Medical Leave. If you otherwise qualify for disability pay, you will collect it at the same time you are on unpaid Family and Medical Leave.

Further, if you otherwise qualify for any other type of leave of absence, you must take that leave at the same time as you are taking your Family and Medical Leave. All time missed from work that qualifies for both Family and Medical Leave, and for workers' compensation, will be counted toward your Family and Medical Leave. To receive any type of paid time off benefit while on FMLA leave, you are required to meet the Village of Melrose Park's conditions for taking the paid leave (although the Village of Melrose Park may in its discretion waive any procedural requirement for the paid leave in appropriate circumstances).

14. Anti-Retaliation Provisions. Be assured that no retaliation will be taken or tolerated against any employee who exercises his/her rights under our FMLA policy. If you feel that you have been the victim of any discrimination or retaliation under this Policy, you are encouraged to contact Village's Human Resources Department so that the matter can be promptly investigated and remedied as appropriate.

5.6 Personal Leaves of Absence

A personal leave of absence for purposes of this policy is defined as an unpaid leave of absence from work that is not otherwise covered by law or any other Village policy. The employee must have been employed by the Village full-time for at least one (1) year to be eligible for a personal leave of absence. The employee must also have exhausted all other applicable leave, vacation time, and other time off.

Requests for personal leave must be made in writing to the Human Resources Department as far in advance as possible and are subject to management approval. Some circumstances that may be taken into consideration in making the decision to grant or deny requests for personal leave include:

- The starting and ending date of the requested personal leave;
- The length of time the employee has been employed with the Village;
- The reason(s) for the requested leave, including the necessity of missing work;
- The reasonableness of the amount of time requested;
- The workload and requirements of the employee's position; and
- The attendance and performance record of the employee.

Personal leaves may be granted up to thirty (30) days in any calendar year. If the employee does not return to work on a mutually agreed-upon day, the employee may be subject to disciplinary action up to and including termination.

5.7 Bereavement Leave

Up to three (3) consecutive days of leave with pay may be granted to regular full-time employees in the event of the death of an immediate family member, provided the days requested fall on the employee's regularly scheduled workdays. Immediate family (including in-laws) shall be interpreted to mean parents, grandparents, brothers, sisters, children, and spouse. One (1) day of leave with pay may be taken for extended family members such as uncles, aunts and cousins.

Paid bereavement leave is for the purpose of attending the decedent's funeral and includes such related events as the wake or visitation. The Village may require reasonable documentation to support any requested bereavement leave, which may include a death certificate, a published obituary notice, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or government agency.

In accordance with the Illinois Child Bereavement Leave Act (820 ILCS 154/1 et seq.), employees who are "eligible" for leave under the Family and Medical Leave Act of 1993 (29 U.S.C. § 2601 et seq.) shall be entitled to ten (10) workdays of unpaid bereavement leave to attend the funeral (or alternative to a funeral) of the employee's child, make arrangements necessitated by the death of the child, or grieve the death of the child. For purposes of this policy, an employee's "child" shall be defined as the employee's son or daughter who is the biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in *loco parentis*. This leave must be completed within 60 days after the date on which the employee receives notice of the death of the child. In the event of the death of more than one child in a 12-month period, an eligible employee is entitled to up to six (6) weeks of child bereavement leave during the 12-month period. The Village will not discriminate or retaliate against employees who take this leave.

Employees may elect to substitute paid time off (e.g. vacation and personal days) for unpaid time off in addition to the paid time off allowed under this bereavement policy as set forth above. However, nothing in this policy shall be interpreted as increasing the total amount of time off available to an employee under the Family and Medical Leave Act or any other Village policy.

Eligible employees are required to notify their supervisor/manager and the Human Resources Department at least 48 hours in advance of their intention to take bereavement leave unless doing so is not reasonable or practicable.

5.8 Jury Duty Leave

The Village will grant a paid leave of absence to full-time employees who are selected for jury duty or have been subpoenaed as a witness in a court of law. Part-time employees will be granted an unpaid leave of absence for jury duty. Full-time Village employees on jury duty will be compensated at their full regular rate of pay and need not reimburse the Village for pay received for jury service. In return for this compensation, the employee is expected to report for work when not in court or when excused early. To be eligible for paid leave under this policy, the employee must provide proof of the number of days served by submitting a copy of the summons or subpoena and other relevant documentation to the employee's supervisor/manager or the Human Resources Department.

5.9 Voting Leave

The Village will allow employees a two (2) hour leave of absence from work to vote in a general or special election or at any election at which propositions are submitted to a popular vote in the event the employee's working hours begin less than two (2) hours after the opening of the polls and end less than two (2) hours before the closing of the polls. An employee's supervisor/manager may specify the hours in which an employee may take this leave. All requests for voting leave must be made to the employee's supervisor/manager prior to the date the leave is taken.

5.10 Leave for Nursing Mothers

In accordance with the Nursing Mothers in the Workplace Act (820 ILCS 260/1 et seq.), the Village will provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. The Village will also make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where an employee can express her milk in privacy.

5.11 Leave Under the Illinois School Visitation Rights Act

In accordance with the Illinois School Visitation Rights Act (20 ILCS 147/1 et seq.), the Village will allow employees up to eight (8) hours of unpaid leave per school year, with no more than four (4) hours being taken in one day, to attend school conferences or classroom activities related to the employee's child if the conference or classroom activities cannot be scheduled during nonworking hours. Employees are only entitled to leave under this policy if they have exhausted all accrued vacation leave, personal leave, and any other leave that may be used other than sick leave and disability leave. Employees must provide their supervisors/managers with a written request for leave at least seven (7) days in advance of when the leave is to be taken, except for emergency situations in which case at least twenty-four (24) hours' notice shall be required. The

Village will make reasonable efforts to accommodate an employee who wishes to make up any time missed after taking leave under this policy.

5.12 Leave For Elected Officials

In accordance with the Illinois Time Off for Official Meetings Act (50 ILCS 115/1 et seq.), the Village will allow any employee who is an elected official of a unit of local government or school district unpaid leave from work to attend an official meeting of a public body to which the employee has been elected, plus any necessary travel time. Employees wishing to take leave under this policy must provide their supervisors/managers with least twenty-four (24) hours' advanced notice.

5.13 Leave Under the Victims Economic Safety and Security Act

The Victims Economic Safety and Security Act (VESSA) grants up to 12 weeks of leave in any 12-month period for employees who are victims of domestic or sexual violence or who have a family or household member who is a victim of domestic or sexual violence. Employees seeking to use leave under VESSA are required to provide the Village with least 48 hours' notice of their intention to take leave unless doing so is not practicable. For more information, please contact the Human Resources Department.

5.14 Military Leave

The Village shall comply with all current state and federal laws regarding military leave, including but not limited to the United States Employment and Reemployment Rights Act (USERRA), the State of Illinois Local Government Employee Benefits Continuation Act (50 ILCS 140), and the State of Illinois Military Leave of Absence Act (5 ILCS 325). To the extent anything herein conflicts with contractual obligations or state or federal laws or regulations, those obligations and laws or regulations will prevail.

To the extent required by applicable law, the Village shall grant leave from employment to eligible full-time and part-time employees who are members of any active or reserve component of the Armed Services, the Illinois Naval Militia, or the National Guard of any state for any period actively spent in military service, whether voluntary or involuntary, including basic training, annual training, and special or advanced training.

Notice to the Village

The Village requires advance notice of military leave, unless military necessity prevents such notice or it is otherwise impossible or unreasonable. Unless otherwise provided by law, such leave shall not exceed a cumulative period of five (5) years.

Except as provided for herein, military leave shall be uncompensated. Employees on military leave may use paid time off, including vacation and personal time, but are not required to do so.

Health Benefits During Military Leave of Absence

Employees who are on military leave in excess of 31 days may elect to continue their Village health insurance coverage for up to 24 months. Upon return from military leave, employees shall be entitled to reinstatement of Village health insurance benefits. Employees who take military leave shall not suffer loss of seniority or any other benefits previously accrued.

Military Leave For Training Purposes

- A Employees who are members of any reserve component of the United States Armed Forces or of any reserve component of the Illinois State Militia, shall be granted leave for any period actively spent in military service, including:
 - 1. Basic training;
 - 2. Special or advanced training, whether or not with the state, and whether or not voluntary;
 - 3. Annual training; and
 - 4. Any other training or duty required by the United States Armed Forces.
- B During leaves for annual training, full-time employees who are in the Reserves shall continue to receive their regular compensation.
- C During leaves for basic training, for up to 60 days of special or advanced training, and for any other training or duty required by the United States Armed Forces, full-time employees who are in the Reserves shall receive their compensation as a Village employee minus the amount of their base pay for military activities if their daily rate of compensation for military activities is less than their daily rate of compensation as a full-time Village employee. Calculations under this section shall be made in accordance with applicable law.
- D During leaves for basic training, full-time employees who are in the Reserves shall continue to accrue seniority and other applicable benefits.

Employees in the Reserves Who Are Called to Active Duty

Employees who are members of any reserve component of the United States Armed Services, including the Illinois National Guard, and who are mobilized to active military duty as a result of an order of the President of the United States, shall continue to receive their compensation as Village employees for the duration of their active military service, as well as any health insurance and other benefits they were receiving or accruing at the time they were mobilized to active military duty minus the amount of their base pay for military service.

Returning from Military Leave

Employees wishing to return to their employment with the Village following military leave must report back to work or make a request for reemployment within the timeframe set by law. Employees who have been on leave for less than 31 days must report for work by the beginning of the first regularly scheduled work day that would fall 8 hours after the employee returns home from the place of military service. Employees who have been on leave for 31 – 180 days must

make a request for reemployment no later than 14 days following the completion of their military service. Employees who have been on leave for more than 180 days must make a request for reemployment within 90 days following the completion of their military service. If, due to no fault of the employee, timely reporting back to work would be impossible or unreasonable, the employee must report back to work as soon as possible, unless otherwise provided for by law. An employee's failure to timely report for work or make a request for reemployment may be grounds for the denial of reinstatement and may result in discipline up to and including termination.

5.15 Holidays

Full-time employees will be entitled to the following paid holidays **after** sixty (60) continuous days of full-time employment.

New Year's Day
Martin Luther King, Jr. Day
Presidents' Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve (1/2 day, Noon – 5:00P.M.)
Christmas Day
New Year's Eve (1/2 day, Noon – 5:00P.M.)

When a holiday falls on a Saturday, the preceding Friday generally will be recognized as the holiday. A holiday falling on a Sunday generally will be celebrated on the following Monday. In order to be paid for a holiday, an employee **must be at work** on the workday before and after the holiday. If a vacation was scheduled before and/or after the holiday, the employee will be paid for that holiday. Should the employee be absent, or if he or she did not work an eight (8) hour shift for any other reason on either of those two (2) days, he or she will be required to submit an acceptable written reason for the absence to his or her supervisor/manager for approval. Failure to do so will result in loss of pay for the holiday.

A paid holiday occurring during an employee's scheduled vacation will not be considered a vacation.

Full-time, regular, non-exempt employees are paid for one (1) eight (8) hour day per holiday.

Non-exempt employees required to work on a holiday because of the nature of their duties will be paid at the **regular** hourly rates of pay for all non-overtime hours required to be worked on the holiday. Employees who are required to work on a holiday will receive a floating holiday to be used at a later date.

The Village recognizes that some employees may wish to observe, as periods of worship or commemoration, certain days not included in the Village's holiday schedule. Such employees may use accrued vacation days or other approved time off to address these circumstances.

6. EMPLOYEE BENEFITS

6.1 Available Benefits

The Village of Melrose Park currently provides its employees with major medical insurance, dental and optical insurance, life insurance, short and long-term disability insurance, as well as a pension plan.

For specific questions regarding eligibility and further clarification of any of these benefits, employees should refer to the applicable plan documents which can be obtained from the Human Resources Department. All benefits are subject to change and/or revocation unless otherwise required by law.

6.2 Medical/Dental Insurance

Full-time employees and retirees are eligible to participate in the Village of Melrose Park's health insurance plans, currently through Blue Cross/Blue Shield of Illinois. The Village offers an HMO plan for medical and a PPO plan for dental. An employee is eligible the first of the month following thirty (30) days of employment.

The health insurance plan is provided at a 3% cost to the employee and to retirees, however is subject to change.

Comprehensive major medical coverage is available to eligible employees of the Village of Melrose Park. This plan provides for usual and customary hospital and surgical coverage as well as extended outpatient medical expenses.

Employees should refer to the plan documents for more information regarding benefits including annual deductible, co-payment schedules, pre-certification requirements, and maximum out-of-pocket expenses.

6.3 Medical Benefits Continuation

The Federal Consolidation Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under the Village's health plans when a "qualified event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, death of an employee, a reduction in an employee's hours, an employee's divorce or legal separation, and a dependent child no longer meeting eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage at the Village of Melrose Park's group rate plus an administrative fee. The Village provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under the health plan. The notice contains important information about the employee's rights and obligations.

6.4 Disability Insurance

Employees enrolled in the Illinois Municipal Retirement Fund (IMRF) are also eligible for IMRF temporary, total, and permanent disability benefits as described in the plan information available through the Village's Human Resources Department.

6.5 Accidental Death and Dismemberment

The IMRF plan provides eligible employees a life insurance benefit. Refer to the plan document for more information regarding eligibility and coverage afforded by this employee benefit.

For more information regarding these individual insurance programs, please refer to the plan document received at the time of application for insurance. Any questions should be directed to Human Resources.

6.6 Illinois Municipal Retirement Fund (IMRF)

The Village of Melrose Park's pension plan is governed by the Illinois Municipal Retirement Fund (IMRF). Employees contribute four and a half percent (4 - ½%) of their salary, three and three-quarters percent (3-¾%) for their pension and three-quarters of a percent (¾%) for a surviving spouse pension. Contributions are tax-deferred. Employer contributions, which make up most of the pension costs for the members who reach retirement, are not credited.

For more information regarding eligibility and enrollment periods, please consult the Illinois Municipal Retirement Fund Summary Plan description, which can be obtained from the Human Resources Department.

6.7 Retiree Medical Benefits

Employees hired after August 1, 1999 will be eligible to retire with full medical benefits when the employee's age plus his or her consecutive years of service with the Village of Melrose Park equals or exceeds seventy-five (75). Medicare eligible retirees will be entitled to Medicare supplemental benefits only.

6.8 EAP Program

The Village of Melrose Park recognizes that a wide range of illnesses and problems can have an effect on an employee's health, well-being and job performance. These illnesses and problems may include alcoholism, drug dependence, emotional or psychiatric illnesses, marital and/or family discord, stress disorders, legal difficulties, and/or financial problems.

The Village of Melrose Park believes that it is in the best interests of the employee, the employee's family, and the Village of Melrose Park to provide an Employee Assistance Program (EAP) to help with such illnesses and problems by providing confidential and professional assessment, short-term counseling, and/or referral services. It is the policy of the Village of Melrose Park, therefore, to handle such problems within the following framework:

- A. The Village recognizes that human problems can be treated successfully if identified in the early stages and referral is made to appropriate resources. This applies to whether the problem is physical illness, mental or emotional illness, financial problems, marital or family distress, alcoholism, drug abuse, stress, legal problems, or other concerns.
- B. Employees who have a problem are encouraged to voluntarily seek assistance on a confidential basis by calling EAP staff directly at 1-800-786-2948. Family and/or fellow workers also may suggest an employee contact the EAP.
- C. When an employee's job performance or attendance is unsatisfactory and the employee is unwilling to correct the situation either alone or with normal supervisory assistance, this is an indication that there may be some cause outside the realm of his or her job responsibilities which is the basis of his or her problem.
- D. If illness or personal problems are the cause of unsatisfactory job performance, both the employee and management will have access to the EAP's professional services which are designed to help resolve such problems in an effective and confidential manner.
- E. An employee's unsatisfactory job performance will be handled according to established progressive disciplinary procedures. The implementation of EAP will not require or result in any special regulations, privileges or exemptions from the standard administrative practice applicable to job performance requirements.
- F. If any employee's job performance continues to suffer despite usual supervisory intervention, the supervisor/manager is expected to recommend the person seek professional assistance from EAP staff. An employee may choose to accept or refuse the recommendation for EAP assessment; similarly EAP recommendations for treatment may be accepted or rejected. Employees may not be disciplined solely for non-compliance with recommendations made for or by the EAP. Continued poor work performance will be handled through customary progressive disciplinary procedures.
- G. If a referral for treatment is made and accepted, such treatment may be covered according to the healthcare insurance program chosen by the employee. Any necessary time off from work would be handled according to existing policies. Employees are assured that their continued employment and opportunities for promotion will not be jeopardized by utilizing the employee service.
- H. All EAP records and discussions will remain confidential between the employee and the EAP staff unless the employee authorizes disclosure or as otherwise required by law.

- I. Because employee work performance can be affected by the problems of an employee's spouse or other dependents, the program is available to the dependent family members of employees as well.
- J. Because crisis situations may occur during non-working hours, a 24-hour, seven-day-a-week crisis telephone number is available for employees and their families. The number is 1-800-786-2948.

6.9 Workers' Compensation

The Village maintains its own Workers' Compensation insurance. This insurance covers injury or illness that requires medical, surgical, or hospital treatment sustained because of, and during the course of, employment. Injured employees may be eligible for applicable benefits as provided under Illinois law.

Employees who are injured during working hours at the Village immediately must report the accident to their supervisors/managers and obtain the appropriate medical care, if necessary. It is important that an official report of the accident be initiated, even if the injury does not seem to warrant medical attention at the time. Copies of Illness/Injury Reports can be obtained from supervisors/managers.

An injured employee immediately must secure a letter from a physician stating any inability to perform normal duties including beginning and ending dates of any/all restrictions. The employee must continue to provide documentation from the attending physician pertaining to his or her progress. Failure to report an injury immediately is considered a violation of the Village's work rules. Unless otherwise provided by law or contract, the Village reserves the right to have the employee see a physician of the Village's choice to determine the continuation of benefits.

6.10 Social Security

Unless otherwise provided by law, all Village employees are covered by Social Security. Under the provisions of the Federal Old Age Benefits Act, both the employer and the employee are taxed on an equal percentage basis to provide an employee with Social Security benefits at retirement or in the event of total disability as determined by the Social Security Administration.

7. SAFETY IN THE WORKPLACE

7.1 General Safety Policy

All employees are required to exercise common sense while on the job and observe the following rules concerning safety. The best protection against injury is a safety conscious work attitude on the part of all employees. A supervisor/manager should be notified immediately of any potentially dangerous conditions existing in any area of the Village.

Emergency numbers are posted in conspicuous areas throughout the Village's buildings.

First Aid Kit

First aid kits can be found in several locations throughout the Village's buildings. All employees should familiarize themselves with these locations so they know where to go if the need for first aid arises.

Building Security

Due to the classified nature of some work performed within the Village of Melrose Park, and for the protection and personal safety of all personnel, the Village employs the following safeguards and security measures at all our buildings:

- Access to specific restricted areas within the Village will be through supervisor/manager approval only.
- Doors and cabinets where confidential information or valuables are stored are to be kept securely locked whenever employees are not in attendance.

Reporting Injuries/Accidents

Employees who suffer work-related injuries or illnesses on the job must report them to their supervisor/manager immediately. Failure to do so will result in disciplinary action up to and including termination.

Employees returning to work must provide certification from a physician indicating they will be able to work satisfactorily and safely. Employees who fail to return to work after receiving medical clearance may be discharged. In certain cases, the Village will offer reasonable accommodations to returning injured or sick employees.

Physical Limitations

Should an employee develop any physical limitations, it must be reported to his or her supervisor/manager in writing (physician's note) and this will be placed in the employee's medical file. If a physical restriction prevents an employee from returning to work, he or she will not be allowed to work until proper release by the physician is received in writing. All medical notes/certificates stating restrictions must have a beginning and an end date pertaining to these restricted duties. Restrictions must be specific. In all cases, the rate of pay will be determined by the particular job the employee is performing.

Emergency Exiting

When a fire alarm sounds, all employees will leave the building immediately. Exiting plans are posted throughout the Village buildings. Please familiarize yourself with the plan in your building/work area so you will know where to go in the event that the need arises.

Use and Handling of Village Vehicles and Equipment

In using Village vehicles or personal vehicles for Village business, employees must keep in mind the fact that they are representatives of the Village government and that their conduct in adhering

to the rules of safety and courtesy on the road is a reflection, for better or worse, on the Village. Thus, it is imperative that such employees abide by these rules and customs with the highest degree of exactitude. When driving Village vehicles, personnel are required to wear seat belts at all times. Any fines incurred by an employee while operating a Village vehicle due to traffic or parking regulations shall be the responsibility of the employee, and all fines or monies shall be paid by the employee. No one under the age of eighteen (18) will be permitted to operate a Village-owned vehicle during the course and scope of employment.

Any incident involving the use of a Village-owned vehicle while working, whether or not it results in an injury to any person or damage to any vehicle or property and regardless of who is at fault, must be reported immediately to the employee's supervisor/manager.

Village vehicles, equipment, supplies, tools, and uniforms shall not be used for personal or unauthorized purposes. **No Village-owned vehicle is to be taken home overnight, with the exception of designated department heads on 24-hour call.**

Employees shall be responsible for the proper care and use of Village vehicles, equipment, supplies, tools, and uniforms. Accidents, breakdowns, or malfunctions of any equipment should be reported to the employee's immediate supervisor on the day of the occurrence so that repairs may be made.

Uniforms – Protective Gear

Employees are responsible for the uniforms supplied by the Village. Uniforms provided for the employees shall be worn only during working hours or for conducting official Village business outside working hours. Uniforms may be worn to or from work, unless department rules specify otherwise, but are not to be worn during any personal activity other than defined in this section, unless authorized by the department head.

Each employee is expected to dress appropriately for the job they are performing. In setting dress standards, supervisors should consider these factors:

- The nature of the work;
- Safety considerations; and
- The nature of the employee's public content.

When necessary, safety shoes, work boots, safety glasses, gloves, and safety vests must be worn. When an employee's dress does not comply with established standards, the normal responses should be to discuss the matter with the employee. If the abuse continues, the supervisor may initiate disciplinary action.

Employees must make every effort to take proper care of their uniforms. Damaged and/or lost uniforms must be reported immediately to the employee's immediate supervisor.

If an employee violates this section, the employee may be held liable to the Village for any claims, costs, or damages arising out of or resulting from the use, operation, or possession of Village equipment.

7.2 Alcohol and Substance Abuse Policy

The Village of Melrose Park recognizes that drug and alcohol abuse are pervasive in our society. The Village further recognizes that the workplace is not exempt from the use and abuse of such substances.

The use and misuse of alcohol and drugs by Village employees is contrary to a drug-free workplace. The use of these substances increases the potential for accidents, absenteeism, substandard performance, turnover, misconduct, poor employee morale, damage to property, injury to the public and/or other employees, or degradation of trust in the Village to efficiently provide service to its citizens. All employees shall be subject to random drug and alcohol testing pursuant to procedures set forth below. Therefore, the following Alcohol and Substance Abuse Policy is adopted, effective August 1, 1999.

All employees of the Village of Melrose Park shall be governed by the principles of a drug-free workforce and workplace, and employees:

- shall not be under the influence of alcohol, illegal drugs, or other dangerous substances while performing their assigned duties or while "on call" for duty;
- shall not use, distribute, sell, or possess illegal drugs;
- shall not use alcohol or other dangerous substances during working hours, during breaks or meal periods, when scheduled to return to work, or when subject to being called to work;
- shall not possess, store, or transport alcohol or illegal drugs while on Village premises, at Village work locations, or in Village vehicles or equipment; and
- shall not sell, distribute, dispense, or transfer alcohol, illegal drugs, or prescription drugs and medications to any other employee or to any person while on duty or acting in an official capacity.

All employees are governed by these requirements and should be aware that violations will result in disciplinary action up to and including termination of employment.

Definitions:

- Drug: A drug is any non-prescribed controlled substance that the employee is not authorized to possess or consume by law, including any controlled substance listed in 720 ILCS 570 et seq., known as the Controlled Substances Act, and 720 ILCS 550 et seq., known as the Cannabis Control Act, for which the employee does not have a current prescription. This also includes the improper use of prescription drugs and any "designer drugs" which have adverse effects on perception, judgment, memory, or coordination. Only

the person for whom a prescription drug is issued can bring that medication on Village premises. Employees must use prescription drugs only in the manner, combination, and quantity prescribed.

- Alcohol: Includes any distilled spirits, wine, malt beverages, or other intoxicating liquors.
- Drug/Alcohol Test: Any chemical, biological, or physical instrumental analysis administered for the purpose of determining the presence or absence of alcohol or a drug or its metabolites.
- Reasonable Suspicion: Reasonable suspicion shall be defined as a belief based on specific facts and reasonable inferences that the employee is under the influence of drugs or alcohol, or is in the possession of or selling drugs and alcohol. Circumstances which may constitute a basis for determining reasonable suspicion may include, but are not limited to:
 - A pattern of abnormal or erratic behavior.
 - A noticeable change in work performance.
 - Direct observation of drug or alcohol use.
 - Presence of physical symptoms of drug or alcohol use (glassy or bloodshot eyes, slurred speech, poor coordination, or the odor of an alcoholic beverage on/or about the person or breath of the employee).
 - A work-related accident caused by the employee which, when in conjunction with any of the items listed above, results in any personal injury to the employee or others or damage to Village property.
- Employee: Any individual hired by the Village to work for wages or salary, excluding any and all independent contractors.
- Driver: Any employee who operates a Village vehicle. This includes, but is not limited to: full-time, regularly employed drivers, casual, intermittent or occasional drivers, leased drivers and independent, owner-operated contractors who are either directly employed by or under lease to the Village or who operate a vehicle at the direction of or with the consent of the Village.
- Safety Sensitive Position: Police or Fire Department personnel, both civilian and sworn.
- Conviction: A finding of guilt, including a plea of no lo contendere, or imposition of sentence, or both, by any judicial body charged with determining violations of the federal or state criminal drug statutes.

The employee Assistance Program (EAP) of the Village of Melrose Park is available to employees who desire to seek help for an alcohol, drug, or substance abuse problem. Contact with the EAP can be made directly through Human Resources.

Voluntary Referral

An employee may desire to come forward on a self-initiated basis to seek help for an alcohol or drug abuse problem and to voluntarily resolve that problem. Employees are encouraged to do so before they are found in violation of this policy.

Any employee voluntarily seeking assistance for a problem involving illegal drug use or alcohol may avail himself or herself of this help once during the employee's tenure with the Village.

The employee will not be subject to disciplinary action for voluntarily coming forward for help. However, an employee will not escape discipline by requesting such assistance after being requested to take an alcohol and/or drug test violating Village policies and rules of conduct. Voluntary requests for help will be kept confidential.

Positive Referral

Any positive drug/alcohol test shall cause the employee to be referred to the Village's Employee Assistance Program (EAP) for substance abuse treatment evaluation. The employee must comply with all EAP recommendations and sign a release of information allowing the EAP to disclose to the Village such compliance. The EAP may recommend the employee return to work after the employee provides a negative drug screen and the EAP is satisfied with compliance with recommendation. The employee may also be subjected to one year of follow-up drug testing on random dates selected by the Village.

Other Testing Conditions

Anyone in a supervisory position shall have the right to require any employee under his or her supervision to submit to drug or alcohol testing when reasonable suspicion exists that the employee is in violation of any of the provisions as set forth in this directive. The supervisory person will provide written notice to the employee of the order to submit to drug or alcohol testing and make arrangements for transportation to the testing facility. The order will be signed by the supervisory person requiring the test as well as Human Resources and will further state the specific facts and the inferences leading to the reasonable suspicion to order such a test. The employee shall complete the test within one (1) hour of issuance of order. After submitting to the drug and/or alcohol testing, the employee will not be allowed to return to work pending the results of the drug test.

Any employee may be required to submit to drug or alcohol testing as a condition of the promotional process, initial employment, or during a change in job assignment without the requirement of reasonable suspicion.

The Village will require post-accident drug and breath alcohol testing for any employee involved in any accident with a Village vehicle. The test must be conducted within 2 – 4 hours of the accident.

Random Testing

All employees as defined in this policy will be included as a part of a group from which they will be selected randomly by a third party computer for substance abuse testing. Random testing will occur quarterly, with approximately 20% of the employees being tested.

Positive Test Results

If the employee tests positive on both the initial and confirmatory tests for drugs or alcohol, the employee shall be subject to disciplinary action which can lead to discharge from employment. However, when the employee is taking prescription medication in conformity with the lawful direction of the prescribing physician or a non-prescription medication in conformity with the manufacturer's specified dosage and the employee has notified the Village of the use of the prescription or non-prescription medication before any laboratory test is performed, a positive test consistent with the ingredients of such medication shall not constitute cause for discipline. (the Village will require an employee to provide evidence that any prescription medication has been lawfully prescribed by a physician, as well as information from the physician on any potential side effects).

Any positive drug/alcohol test shall cause the employee to be immediately removed from driving or any other safety-sensitive function. Any positive drug/alcohol test shall cause the employee to be referred to the SAP (Substance Abuse Professional) for substance abuse treatment evaluation. Any subsequent positive tests will result in immediate termination.

Refusal to provide a hair, blood, breath, or urine specimen

An employee's refusal to provide a hair, urine, breath or blood specimen for laboratory testing when requested by the Village shall constitute cause for disciplinary action. If an employee is physically unable to provide a hair or urine specimen, the Village may request a blood specimen for laboratory testing.

Tampering with or substitution of a specimen

Intentionally tampering with, causing another person to tamper with, diluting, substituting for, or causing another person to substitute for a urine and/or blood specimen, whether the employee's own specimen or another employee's specimen, shall constitute cause for termination of any employee who engages in such activity.

Drug-related felony or misdemeanor conviction

The conviction of any employee for any felony or misdemeanor involving the illegal possession, sale, use, or distribution of a drug shall constitute cause for disciplinary action which can lead to

discharge, whether or not such felony occurred on or off duty. Such convictions must be reported to the Human Resources Department within five (5) working days. In deciding appropriate action, the Village will consider the nature of the charges, the sentence, the employee's job assignment, the employee's record with the Village, any adverse impact of the employee's conviction on the public trust in the ability of the Village to carry out its responsibilities, and any other relevant factors.

Test Results

Test results will be reviewed to determine whether or not there is any indication of a controlled substance or alcohol abuse. If there is any evidence of a positive result, the employee will be given an opportunity to discuss the results and provide documentation of legally prescribed medication. The results will be maintained in a secure location with controlled access by the designated Human Resources Representative. The results will not be released to any unauthorized party without written consent by the employee.

7.3 Smoke-Free Workplace

Smoking is not allowed in Village buildings or vehicles at any time. "Smoking" includes the use of any tobacco products, electronic smoking devices, and e-cigarettes containing nicotine cartridges.

For the health, well-being, and safety of all employees, the Village allows smoking only in the designated areas (**15 feet away from entrances and exits**) during scheduled breaks and lunches.

VILLAGE OF MELROSE PARK EMPLOYEE HANDBOOK

ACKNOWLEDGEMENT AND RECEIPT

By signing below, I acknowledge that I have received a copy of the Village of Melrose Park Employee Handbook and understand that it is my responsibility to read and become familiar with its contents. I further understand that it is my responsibility to ask questions of my immediate supervisor/manager or the Human Resources Department if I do not understand any of the information contained in the Handbook and that I am required to abide by and observe all of the information and rules, policies, and procedures explained therein.

I acknowledge that nothing in the Handbook constitutes a contract or promise of employment and that unless I am covered by a collective bargaining agreement or have a written employment contract with the Village providing otherwise, my employment at the Village of Melrose Park is at will, which means that the employment relationship can be terminated at any time by me or the Village for any reason with or without cause or notice.

I agree to abide by and observe all of the information and rules, policies, and procedures set forth in the Handbook. I understand that the Village's rules, policies, and procedures may be changed from time to time, with or without notice, and that this Handbook supersedes and replaces any and all prior Handbooks.

Print Name

Signature

Date Signed



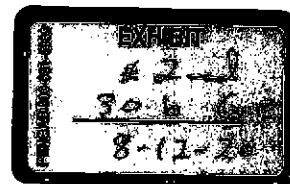
Village of Melrose Park

Ronald M. Serpico, Mayor

EMPLOYEE HANDBOOK

THIS VERSION EFFECTIVE JULY 1, 2018.

This Handbook supersedes and replaces all other previously-issued handbooks.



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1. INTRODUCTION

1.1 Welcome from the Village Mayor

On behalf of our residents, I want to say thank you for choosing a career as an employee of the Village of Melrose Park (referred to herein as the "Village" or "Melrose Park").

The Melrose Park Employee Handbook ("Employee Handbook" or "Handbook") was created to convey important information regarding your employment with the Village. Please carefully review all of the information provided in this Handbook and familiarize yourself with our Village policies, programs, and benefits.

I strongly believe that an informed Village employee who knows what is expected of him or her and what he or she can expect in return ensures better morale, a friendlier workplace, and a fairer approach to management – employee relations.

Together, we have made great strides in making Melrose Park a place where people want to move to and not from. However, there is much more work to be done.

Once again, I am glad you have chosen to be part of the Melrose Park team, which is making surrounding municipalities sit up and take notice of the excellent and innovative work being done here.

Sincerely,

Ronald M. Serpico
Village Mayor

1.2 Purpose and Applicability

The primary purpose of this Handbook is to provide a general overview of the work rules, policies, procedures, and benefits covering Melrose Park employees. This Handbook is not an exhaustive list of every workplace rule and policy for every circumstance or context. Rather, this Handbook is meant to serve as a guide to employees for commonly raised questions. From time to time, the Village may add, modify, supplement, rescind, or revise any provision in this Handbook or the policies, practices, benefits, and procedures on which they are based. When changes are made to the policies and guidelines contained in this Handbook, the Village will endeavor to communicate them in a timely fashion. No provision of this Handbook establishes a contract (express or implied), a promise of continued employment, or any other obligation on the part of the Village.

This Handbook is not a substitute for the terms of any medical, pension, or other benefit plan. If there is at any time a conflict between this Handbook and the terms of such a benefit plan, the terms of the benefit plan and not this Handbook will control. If you are in a position covered by a collective bargaining agreement, the policies and procedures contained in the collective bargaining agreement will apply in the event they differ from the policies and procedures contained in this Handbook. This Handbook does not supersede a collective bargaining agreement or any other contract for employment. To the extent anything in this Handbook

conflicts with contractual obligations or state or federal laws or regulations, those obligations and laws or regulations will prevail.

Since there may be some subjects that have not been anticipated, we ask that any unanswered questions be brought to the attention of your supervisor or to the Human Resources Department. You are responsible for reading and understanding the contents of this Handbook, and we suggest you keep it in a safe and convenient place for accessibility.

1.3 Employment at Will

Unless otherwise provided for in a collective bargaining agreement or written employment contract, your employment with the Village is on an at-will basis. This means that your employment has no definite term and either you or the Village may terminate the employment relationship at any time, for any lawful reason, with or without cause or notice. Nothing in this Handbook modifies your at-will relationship with the Village.

Please be advised that no supervisor, manager, or representative of the Village other than the mayor (with the approval of the Board of Trustees of the Village of Melrose Park where required by law) has the authority to enter into any agreement with any individual for employment for any specified period of time or to make any promises or commitments contrary to the foregoing. Further, any such employment agreement will not be enforceable unless the agreement is in writing and signed both by you and the mayor. This policy supersedes any other communication, assurance, or promise which may have been made to you at any time, whether oral or written, with regard to your employment.

2. EMPLOYMENT POLICIES

2.1 Equal Opportunity Employer

The Village of Melrose Park is an Equal Opportunity Employer and does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, gender, national origin, age, marital status, sexual orientation, medical condition, disability status, sexual orientation, gender identity or expression, protected veteran status, or any other characteristic protected by federal, state or local law.

If you believe you have been subjected to any form of unlawful discrimination, you should provide a written complaint to the Human Resources Department. The Village will conduct a prompt and thorough investigation and try and resolve the situation. If it is determined that unlawful discrimination has occurred, the Village will take appropriate action. The Village will not retaliate against you for complaining of discrimination and will not knowingly permit retaliation by any Village employees.

2.2 Reasonable Accommodations for Individuals with Disabilities

To ensure equal employment opportunities to qualified individuals with a disability, the Village will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship would result. Employees or applicants who may require an accommodation to perform the essential functions of their positions should contact the Human Resources Department. Once the Human Resources Department has been contacted, the employee and Human Resources can discuss what accommodations are available and appropriate. If an accommodation is reasonable and will not impose undue hardship, the accommodation will be made.

Examples of possible accommodations include restructuring a position by redistributing marginal functions that an individual cannot perform because of a disability, reassigning a non-occupationally injured employee with a disability to an equivalent existing vacancy for which he or she is qualified, or providing modified scheduling.

2.3 Reasonable Accommodations for Conditions Related to Pregnancy

The Village will not discriminate or retaliate against a job applicant or employee affected by pregnancy, childbirth, or medical or common conditions related to pregnancy or childbirth. Otherwise qualified individuals who require an accommodation to perform the essential functions of their positions due to any medical or common condition related to pregnancy or childbirth should contact the Human Resources Department. Reasonable accommodations that do not impose undue hardship on the Village will be made.

2.4 Commitment to Diversity

Melrose Park is committed to maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the Village and are valued for their skills, experience, and unique perspectives. This commitment is embodied in Village policy and the way we operate.

2.5 Harassment and Complaint Procedure

Harassment based on such factors as race, color, ancestry, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, veteran status, or any other characteristic protected by local, state or federal law is prohibited.

It is the Village's policy to provide a work environment free of sexual and other harassment. To that end, harassment of Village employees by management, supervisors, coworkers, or nonemployees who are in the workplace is absolutely prohibited. Employees' interactions at any time during or outside of work have a direct impact on their working relationships. Further, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is similarly unlawful and will not be tolerated. The Village of Melrose Park will take all steps necessary to prevent and eliminate unlawful harassment.

Definition of Unlawful Harassment. "Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class.

Unlawful harassment includes, but is not limited to, slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristics protected by local, state, or federal law.

Definition of Sexual Harassment. "Sexual Harassment" is harassment in the workplace, or other professional or social situations, involving the making of unwanted sexual advances or obscene remarks.

Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment.

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwanted sexual advances, whether they involve physical touching or not;
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, and/or comments about an individual's sexual activity;

- Displaying sexually suggestive objects, or pictures; and
- Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments.

All employees should take special note that, as stated above, retaliation against an individual who has complained about sexual harassment and retaliation against individuals for cooperating with an investigation of a sexual harassment complaint is unlawful and will not be tolerated.

Complaint Procedure

Any employee who believes he or she has been subject to or witnessed illegal discrimination, including sexual or other forms of unlawful harassment, is requested and encouraged to make a complaint. You may complain directly to your immediate supervisor or department manager, the Director of Human Resources, or any other member of management with whom you feel comfortable bringing such a complaint.

No retaliation or other adverse action will be taken against an employee for making a complaint or report of discrimination or harassment or for assisting in the investigation of any such complaint or report. Any suspected retaliation or intimidation should be reported immediately to one of the persons identified above. All complaints will be investigated promptly and with regard for confidentiality. If the investigation confirms conduct contrary to this policy has occurred, the Village will take immediate appropriate corrective action, including discipline up to and including immediate termination.

2.6 Open Door Communication Policy

We believe free and open communications between personnel at all organizational levels within the Village of Melrose Park is in the best interests of both the Village and individual employees. If you have a problem, suggestion, or question regarding your job or working conditions, the Village encourages you to voice your concerns openly and directly to your supervisor/manager. However, if you feel it is not appropriate to contact your supervisor/manager or if you feel the issue has not been addressed, you may bring the issue to your Department Head. If a problem or complaint cannot be resolved within your department, or if you feel the circumstances warrant, you may seek guidance from the Human Resources Department. The Village values your input, and you should feel free to raise issues of concern, in good faith, without fear of retaliation. The Village will maintain confidentiality whenever possible and appropriate.

2.7 Confidential Information

The protection of confidential information is vital to the interests and success of the Village of Melrose Park. Confidential information in this context refers to any information that may not be obtained pursuant to the Illinois Freedom of Information Act (5 ILCS 140/1 et seq.). The Village prohibits employees from directly or indirectly disclosing or using confidential information except as required by law or in the performance their official duties and responsibilities.

An employee who improperly uses or discloses confidential information will be subject to disciplinary action up to and including termination of employment and legal action, even if he or she does not actually benefit from the disclosed information.

All inquiries from the media must be referred to Mack Communications.

2.8 Residency Requirement

The Village has adopted a residency requirement that is stated in Chapter 2.52 of the Village of Melrose Park Municipal Code. Any failure to comply with the Village's residency requirement shall be grounds for termination.

2.9 Job Postings

The Village of Melrose Park provides employees an opportunity to indicate their interest in open positions and to advance within the Village according to their job skills and experience. In

general, notices of all regular, full-time and part-time positions are posted, although the Village reserves its discretionary right not to post a particular opening. Job postings will be posted on the employee bulletin board and will include the date of the posting, job title, department, job summary, essential duties, and qualifications (required skills and abilities).

To be eligible for an open position, employees must have a satisfactory performance record and have completed the initial orientation period. Employees who have a written warning on file or are on suspension or probation are not eligible to apply for posted positions. Eligible employees should only apply for those posted jobs for which they possess the required skills and qualifications.

To apply for an open position, employees should submit an internal job application to the Human Resources Department listing their job-related skills and accomplishments, including their current experience with the Village of Melrose Park.

2.10 Applications

The Village only will accept applications for employment when specific positions are available. All such applications shall be retained by Human Resources and shall be considered for employment for a period of one (1) year.

Prospective employees must complete and sign an application in order to be considered for an open position. The Village relies upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the Village of Melrose Park's exclusion of the individual from further consideration or, if the person has been hired, termination of employment.

2.11 Immigration and Reform Act

The Village will only hire those persons legally eligible to work in the United States. Documents that prove both identity and authorization to work must be provided to the Village within the first three (3) days of employment. All employees not able to establish identity and authorization to work will not be able to work until accepted documents are presented to the Village. It will be the responsibility of the employee to provide current documents upon their expiration. All changes in status also must be reported to the Human Resources Department.

2.12 Background Check

All job candidates will be subject to a background check to verify information on their job application and throughout the hiring process. Information that is job-related may include but is not limited to employment, education, social security number and references. All information received will be kept confidential. Hiring managers will be notified of any information that adversely affects the hiring of an applicant.

2.13 Initial Orientation Period

New employees will attend a New Employee Orientation session in the Human Resources Department on or near their first day of employment. The primary purpose of this orientation is to acquaint new employees with the Village's benefits, policies and procedures. The new employee will meet with a representative from Human Resources and complete all necessary forms for payroll, personnel records and insurance coverage.

Upon completion of the orientation session, the employee will be trained. The training will include the employee's working hours, breaks and lunch, a tour of the facilities, and safety requirements. Questions are encouraged and welcomed.

All new employees must complete an orientation period of ninety (90) days. This is intended as a period of learning adjustment and an opportunity for the Village to evaluate the new employee's

suitability. This is not a guarantee of ninety (90) days of employment. As always, employment may be terminated by either party at any time and for any reason during this period.

During this orientation period, the new employee is expected to meet or exceed the established performance standards for new employees in that position and to learn and observe standard procedures and work rules. The end of an orientation period does not in any way restrict the Village's authority to discharge, discipline, or transfer the employee.

2.14 Promotions and Transfers

Job vacancies may be posted on bulletin boards located throughout the building at the Village's discretion. Village policy is to promote and train from within, whenever practical. Promotion or transfer from one position to another shall be based on such job-related factors as ability, job performance, attendance, education, and the needs of the Village.

As business and staffing needs require, employees may be asked to accept a permanent or temporary transfer to another position. Employees also may apply for a transfer or promotion to a vacant position by completing an internal job application. Employees must indicate the specific position in which they are interested.

When moved into the new position, the employee shall serve the customary ninety (90)-day orientation period during which he or she may receive assistance in learning the new job. When transferred to a comparable position, the employee will continue to receive the same rate of pay. If he or she is transferred to a job that has a pay rate higher than that of the original position, the employee's rate of pay may be adjusted to the appropriate rate for the new position. Upon satisfactory completion of the orientation period, he may be reinstated to the former job without prejudice or loss of any rights or privileges (if that original position or its equivalent is available).

No employee will be permitted to bid for a promotion to a new position until he or she has completed the initial ninety (90)-day orientation period. This requirement permits an employee to become somewhat skilled and knowledgeable in one area before taking on additional responsibilities and reduces the disruption within departments that may be caused by excessive reassignment of employees.

2.15 Employment Classifications

The Village classifies employees under defined categories so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time. If you have any questions or concerns regarding your classification, you should contact the Human Resources Department.

1. **Full-Time Employees:** Full-time employees are those who are regularly scheduled to work at least 30 hours per week, including vacation time and sick leave, and are not expected to be seasonal.
2. **Part-Time Employees:** Part-time employees are those who are regularly scheduled to work fewer than 30 hours per week and are not expected to be seasonal.
3. **Seasonal Employees:** Seasonal employees are those who are hired for a position with an annual employment period of 6 months or less around the same time of year. Seasonal employees can be scheduled to work more than 30 hours per week. Seasonal employees are not eligible for benefits unless otherwise provided by law or Village policy.

4. **Exempt Employees:** Exempt employees are exempt from the overtime provisions of the Fair Labor Standards Act and applicable state law because their job duties and salary meet the exemption requirements of the law. Exempt employees are paid a salary and are not required to be paid overtime for work performed beyond forty hours in a workweek. Exempt employees are not required to record the hours they work.
5. **Nonexempt Employees:** Nonexempt employees do not meet the exemption tests under the Fair Labor Standards Act and applicable state law and are paid overtime for hours worked over 40 in a workweek. Nonexempt employees can be paid a salary or an hourly rate and are required to record the hours they work.

3. WORKPLACE RULES AND GUIDELINES

3.1 Attendance

Regular attendance is the employee's personal responsibility. An unsatisfactory attendance record may affect an employee's advancement, merit increases, and continuance on the job. Failing to comply with the Village's attendance policies may lead to disciplinary action up to and including termination.

All calls should be placed to the employee's supervisor/manager at least one (1) hour before the start of a shift or up to thirty (30) minutes after. If the call is not received within that period of time, it may be considered a "no call." The employee must call the supervisor/manager promptly on the first day of absence and every day thereafter unless the supervisor/manager instructs the employee otherwise.

Should the employee's immediate supervisor/manager be unavailable, an absent employee is to speak with the Human Resources Department. At no time should voicemail be used to report any absences.

An "absence" for purposes of this policy is the failure to report for work or failure to remain at work as scheduled. It does not include authorized absences for holidays, vacations, or approved leaves of absences. Employees who fail to call in for three (3) consecutive workdays to report an absence shall be considered to have voluntarily resigned from their employment with the Village. Workdays are considered consecutive even when broken by normal non-working days such as holidays or weekends.

All sworn personnel of the Police and Fire Departments are regulated by and must be in compliance with the policies of the Board of Police and Fire Commissioners. Rules of conduct, disciplinary matters and procedures, and the promulgated Rules and Regulations of the Melrose Park Police and Fire Departments shall be as stated in the Commission Policies and Departmental Rules and Regulations.

3.2 Personal Conduct

Employees are required to conduct themselves in a professional manner at all times. Each employee has an obligation to refrain from activities that conflict or interfere with Village operations. A non-exhaustive list of common-sense expectations for employee conduct is stated below.

- Employees must take no action or work in any manner that may cause injury to themselves or their fellow employees.
- Employees must not do anything to interfere with the work of other employees.
- Employees must treat other employees with courtesy and respect.

- Verbal and/or physical confrontations of any kind are not acceptable and are subject to disciplinary action up to and including termination.
- Abusive language and threatening gestures toward other employees will not be tolerated.
- Employees must refrain from using profanity of any kind.
- Gambling of any kind or bookmaking on Village premises is prohibited.
- Drinking alcoholic beverages on Village premises is prohibited.
- Posting or showing obscene drawings or photographs, or using sexually-oriented language including accessing or transmitting pictures or drawings from or through the Internet will be considered sexual harassment and will be dealt with under the Village's sexual harassment policy.
- No gifts will be accepted by any employee from a vendor or client.
- Personal phone calls, e-mail messages, or other non-work-related activities during working hours are generally prohibited.
- All employees are expected to have a positive attitude and foster collegiality in the workplace.
- Insubordination, dishonesty, or failing to follow rules of any kind will not be tolerated.
- Employees are expected to be punctual, careful, and efficient at all times.
- Employees must not smoke, eat, or drink in prohibited areas.

The above are just some examples of common-sense rules that Village employees are required to follow. The Village retains the right to determine whether an employee's conduct, under a given set of circumstances, violates this policy. Failing to act in accordance with Village expectations may lead to disciplinary action up to and including termination.

3.3 Dress and Grooming

The Village of Melrose Park expects its employees to dress and maintain personal grooming in a manner that projects a business-like professional image. It is the responsibility of each employee to adhere to this policy.

Office employees are expected to minimally dress in "business casual" attire. Business casual attire generally includes slacks, skirts, open-neck collared shirts, polo shirts, sweaters, or blouses. Jeans may be worn on Fridays only. If an employee's position requires that he or she wear a uniform, the employee must keep the uniform clean and in good repair.

The following are some examples of clothing that is always unacceptable:

- Athletic shoes, sneakers, flip-flops, and slippers;
- Exercise clothing, warm-up suits, wind suits;
- Sweatshirts or sweatpants;
- Mini-skirts and spaghetti-strap dresses;
- Crop tops, halter tops, midriff tops, tank tops, and tops with bare shoulders;
- Short shorts, Bermuda shorts; or
- Torn or faded clothing.

In addition to the above, any other clothing deemed inappropriate by your supervisor/manager should not be worn. Attire outside of the acceptable guidelines is not permitted, and supervisors and managers will strictly enforce the dress code. If you are in doubt at any time about appropriate dress, follow the standard business attire guidelines or ask your supervisor/manager. Non-compliance may require a trip back home, without pay, before you may begin your workday.

Consult your supervisor/manager or Human Resources if you have any questions as to what constitutes appropriate attire.

3.4 Solicitations and Distributions

Solicitations for contributions, sale of merchandise, circulation of petitions, solicitations for membership in clubs or organizations, and all other forms of solicitation, including the distribution of handbills, flyers, or other similar materials, by or from Village employees, during working time is prohibited. "Working time" for purposes of this policy means those times during the workday when employees are required to be engaged in work-related tasks and does not include time before or after the workday, authorized break times, or meal times. All solicitations and distributions will be limited to non-working areas.

Solicitations or distributions of any kind by non-employees is prohibited: (i) during the working time of any employee receiving the solicitations or distributions; (ii) at any time in areas not open to the public or in public areas where such activity is inconsistent with the intended or normal use of the area; or (iii) in a manner that disturbs working employees.

3.5 Personal Phone Calls

The Village telephones are principally for work-related purposes. It is recognized that some personal telephone calls may be necessary. However, personal telephone calls should be kept brief and should only be made during non-working time and in non-working places whenever possible.

If a supervisor believes an employee is abusing this privilege, the employee may be subject to discipline up to and including termination.

3.6 Workplace Technology

Voicemail, computers, e-mail, and the Internet are provided to employees solely for work-related functions. Use of these systems will be randomly monitored and may be inspected without notice. Employees should not expect privacy in the use of these systems and the Village may override personal codes and passwords at any time. The installation and/or use of computer games or other non-work-related programs will not be allowed.

Employees may access only those files or programs that they have permission to enter, and any unauthorized viewing, duplication, dissemination, removal, damage, or alteration of files, computer systems, or programs, or other employer property or the improper use of such information is prohibited.

Use of computer equipment, Internet, e-mail, and voicemail for gambling of any kind or bookmaking is prohibited.

Use of computer equipment, Internet, e-mail, and voicemail must at all times comply with the Village's EEO, harassment, and other policies.

Employees who improperly use computer equipment or disclose any confidential information obtained from the use of Village computer equipment will be subject to disciplinary action up to and including termination of employment.

3.7 Social Media Policy

At the Village of Melrose Park we understand that social media can be a fun and rewarding way to share your life and opinions with family, friends, and co-workers. However, use of social media also presents certain risks and carries with it certain responsibilities. To help you in making responsible choices, we have established these guidelines for appropriate use of social media. This policy applies to all Village employees.

Guidelines

In the rapidly expanding world of electronic communication, “social media” can mean many things. Social media includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else’s web log or blog, journal or diary, personal web site, social networking (Facebook, Instagram, Twitter) or affinity web sites, web bulletin board or a chat room, whether or not associated or affiliated with the Village. Ultimately, you are solely responsible for what you post online. Before creating or commenting on online content, consider some of the risks and rewards that are involved. Conduct which adversely affects your job performance, the performance of fellow employees, or otherwise adversely affects people who work on behalf of the Village of Melrose Park may result in disciplinary action up to and including termination.

Know and follow the rules

Carefully read these guidelines and the Village’s policies on sexual and other unlawful harassment. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may subject you to disciplinary action up to and including termination.

Be respectful

Always be fair and courteous to fellow employees or people who work on behalf of the Village of Melrose Park. Also, keep in mind that you may be more likely to resolve work-related complaints by speaking directly with your co-workers or by utilizing our Open Door Policy than by posting complaints to a social media outlet. Nevertheless, if you decide to post complaints or criticism, avoid using statements, photographs, video, or audio that reasonably could be viewed as malicious, obscene, and threatening or intimidating, that disparage members, or employees, or that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone’s reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, religion, or any other status protected by law or Village policy.

Be honest and accurate

Make sure you are always honest and accurate when posting information or news, and if you make a mistake, correct it quickly. Be open about any previous posts you have altered. Remember that the Internet archives almost everything; therefore, even deleted postings can be searched. Never post any information or rumors that you know to be false.

Post only appropriate and respectful content

- Maintain the confidentiality of private or confidential information. Do not post internal reports, policies, procedures, or other internal communications.
- Express only your personal opinions. Never represent yourself as a spokesperson for the Village of Melrose Park. If the Village is a subject of the content you are creating, be clear and open about the fact that you are an employee and make it clear that your views do not represent those of the Village or people working on behalf of the Village. If you do publish a blog or post online related to the work you do or subjects associated with the Village, make it clear that you are not speaking on behalf of the Village. Consider including a disclaimer such as: “The postings on this site are my own and do not necessarily reflect the views of the Village of Melrose Park.”

Using social media at work

Refrain from using social media while on work time or on equipment we provide, unless it is work-related as authorized by your manager or consistent with the Workplace Technology

Policy. Do not use Village email addresses to register on social networks, blogs, or other online tools utilized for personal use.

Retaliation is prohibited

The Village prohibits taking negative action against any employee for reporting a possible deviation from this policy or for cooperating in an investigation. Any employee who retaliates against another employee for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action up to and including termination.

Media contacts

Employees should not speak to the media on the Village's behalf without contacting the Human Resources Department. All media inquiries should be directed to the Human Resources Department.

3.8 Disciplinary Action

While we hope and expect the need for disciplinary action will be rare, when employees fail to meet Village expectations, we will not hesitate to take appropriate action. Depending on the circumstances, the appropriate level of action may be a final warning, suspension or, in some cases, termination of employment.

The Village's corrective action process normally includes the three (3) steps listed below. However, the Village reserves the right to make decisions based on an individual case-by-case basis.

1. **Verbal Warning:** The first step in the Village's corrective action process is usually a verbal warning.
2. **Written Warning:** If the employee does not satisfy expectations after receiving the verbal warning, then the employee may receive a written warning in which the supervisor/manager will specify his expectations and a given time frame in which the employee must make improvements.
3. **Final Written Warning:** If the employee still fails to satisfy expectations after receiving a written warning, the employee may receive a final warning or may be terminated.

If an employee's performance or conduct improves after being given a written warning, the employee will be advised that any further unacceptable conduct within a six (6) month period will result in the employee automatically being placed on final written warning. Any employee under written warning does not qualify for promotion or transfer to another position, nor does the employee qualify for a merit increase. All documentation regarding disciplinary actions will be placed in the employee's personnel file.

While the Village strives to enforce its policies consistently, it is generally not obligated to follow any disciplinary or grievance procedure and, depending on the circumstances, may elect to discipline or terminate an employee without prior warning or procedure. If you are covered by a collective bargaining agreement, then you are subject to the disciplinary or grievance procedures contained in your collective bargaining agreement.

3.9 Separation of Employment

Separation of employment is an inevitable part of personnel activity within any organization, and many of the reasons for separation are routine. Below are some of the most common circumstances under which employment is separated:

- **Resignation** – An employee may elect to resign or leave the Village voluntarily through mutual agreement. The employee should submit a written resignation to the Human Resources Department at least ten (10) working days in advance of the employee's anticipated last day in order to leave in good standing. The written resignation will

become part of the employee's permanent personnel file, and leaving the Village without proper notice may make the employee ineligible for re-employment. Resignation may also occur when an employee is absent for three (3) consecutive workdays without properly calling in except in cases when an emergency precludes the employee from calling in.

- **Termination/Discharge** – An employee may be terminated from his or her employment with the Village. Termination may be with or without cause and with or without notice.
- **Layoff/Reduction in Force** – From time to time, it may be necessary for the Village or any department within the Village to restructure its programs and services in response to changing demands or other circumstances. In such situations, the Village may be required to reduce its workforce.

4. HOURS AND WAGES

4.1 Work Week and Hours of Work

- **Office Hours:** Office hours are Monday through Friday 9:00 a.m. to 5:00 p.m. Individual work schedules may vary depending on the needs of each department.
- **Public Works Hours:** Normal work hours are Monday through Friday 8:00 a.m. to 4:00 p.m. with the exception of summer schedules of Monday through Friday 7:00 a.m. to 3:00 p.m. Individual work schedules may vary depending on the needs of each department.

4.2 Meal and Rest Breaks

Employees who work 7 1/2 continuous hours or more shall be given a one (1) hour lunch period and two (2) fifteen (15) minute break periods. Lunch and break periods are determined by the employee's supervisor/manager. Lunch periods are required to be taken within the first five (5) hours of an employee's workday. If an employee chooses to not take a break and/or a lunch period, no additional compensation will be awarded.

If you are covered by a collective bargaining agreement, your meal and rest breaks may be governed by the terms and conditions of the collective bargaining agreement.

4.3 Payroll

Paychecks will be distributed on the 5th (paid through the 1st) and the 20th (paid through the 15th) of each month. If a payday falls on a Saturday, distribution will take place on the previous workday. If a payday falls on Sunday, distribution will take place on the following Monday. A paycheck will be given only to the employee to whom it is issued unless prior written approval has been pre-arranged.

For terminated employees, a paycheck will be issued on the regularly scheduled pay date following the date of termination. A separate check for accrued vacation time will be issued on the following regularly scheduled pay date after termination. If an employee is not at work on the day that checks are distributed, the employee may contact the Human Resources Department to arrange pick-up of the check. No checks will be distributed earlier than the scheduled paydays. No exceptions will be made.

All required deductions, such as for federal, state, and local taxes and all authorized voluntary deductions, such as for health insurance contributions, will be withheld automatically from employees' paychecks. All employees should routinely examine every paycheck and immediately report any inaccuracies to the Human Resources Department.

4.4 Recording Time

If you are classified as a non-exempt employee, you are required to record the time you begin and end your workday as well as the beginning and ending time of each meal period or departure

from work for personal reasons by punching a time card. Time cards should record the actual hours worked. Exceptions from your normal regularly scheduled hours must be initialed by your supervisor/manager. No one other than you is allowed to punch your time card. Violators will be subject to disciplinary action up to and including termination.

4.5 Overtime for Non-Exempt Employees

Workloads and deadlines sometimes require additional employee time. Employees are therefore expected to be adaptable and willing to work additional hours when necessary for the successful completion of a project.

If you are a non-exempt employee, you may qualify for overtime pay for any time worked in excess of forty (40) hours in a workweek. Overtime will be paid at the rate established by law or Village policy. All overtime must be authorized in advance by your supervisor/manager. Non-exempt employees are not to work before, beyond, or outside their standard hours unless authorized by their immediate supervisor/manager.

Overtime pay will be reflected on the paycheck issued on the next scheduled pay date immediately following receipt of the weekly time cards/sheets. Any time not actually worked, such as sick days and personal days, will not be counted as time worked for overtime calculation purposes.

For nonexempt and hourly employees, overtime is paid at one and one-half times (1.5x) the regular rate of pay for hours actually worked over forty (40) in a workweek. The Village may permit non-exempt and hourly employees to earn double their regular rate of pay for any overtime worked on Sundays.

5. PAID TIME OFF AND LEAVES OF ABSENCE

5.1 Vacation

Vacation time is earned based on regular hours worked. Vacation will not accrue while an employee is on a leave of absence or short-term disability, unless otherwise required by law. Vacation that has not yet accrued may not be used.

The following schedule for vacation time will be applicable for regular, full-time employees. Part-time employees are not eligible for vacation days.

- Employees hired between January 1st and June 30th will earn five (5) vacation days to be taken in the last six (6) months of the current year. As of January 1st, the employee will be eligible for ten (10) days of vacation.
- Employees hired between July 1st and December 31st will earn five (5) vacation days to be taken the following year.
- Employees with more than one (1) year of full-time service through four (4) years of service will receive ten (10) days of vacation as of January 1st.
- Employees with more than five (5) years of full-time service through ten (10) years of service will receive fifteen (15) days of vacation as of January 1st.
- Employees with more than ten (10) years of full-time service through twenty (20) years of service will receive twenty (20) days of vacation as of January 1st.

Vacation accrues on a prorated basis. The "vacation year" for employees is the twelve-month period following the anniversary of the date of hire. For example, the "vacation year" for an employee with a hire date of April 15 would be April 15 through April 14 of the following year. Employees may accrue the maximum paid vacation based on the years of service indicated above. However, at no time may an employee's total accumulated vacation exceed their annual allowance. Carrying over any amount in excess of the annual allowance is not allowed at any time during the year.

An employee must receive the written approval of his or her supervisor/manager before taking a vacation as far in advance as possible with a minimum of 72 hours advanced notice. Vacations longer than two (2) weeks can be arranged; however, this must be requested and approved several months in advance.

Vacation time may be denied at certain periods due to workload and the number of employees requesting the same vacation days. Unused vacation time will not be carried over to subsequent years.

Unused and accrued vacation time will be paid when an employee terminates employment with the Village, pursuant to applicable law. Vacation pay will be paid on or before the Village's next regular payday after the last day of employment.

Vacation will not be granted via phone when calling in to report an absence.

5.2 Personal Days

Regular full-time employees who have worked for the Village for at least one (1) year earn four (4) personal days at the beginning of each calendar year. Regular full-time employees who have worked for the Village less than one (1) year shall accrue one personal day for every three (3) months worked.

5.3 Sick Days

Sick days are granted to regular full-time employees and may be used either for absence due to an illness, injury, or medical appointment of the employee or for an illness, injury, or medical appointment of the employee's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent for reasonable periods of time as the employee's attendance may be necessary.

Regular full-time employees who have worked for the Village for at least (1) year earn six (6) sick days at the beginning of each calendar year. Regular full-time employees who have worked for the Village less than one (1) year shall accrue one (1) sick day for every two (2) months worked but are not eligible to take a sick day until the first day after the completion of the third month of employment. Sick days can be taken only to the extent that they are accrued. Sick days will not accrue while an employee is on a leave of absence or short-term disability.

Accrued sick days may be carried over to subsequent years. No more than thirty (30) sick days can be accumulated at any time. Sick days will not be paid upon termination or retirement of employment. Sick days may not be used as an extension of vacation or personal time.

5.4 Procedures for Unscheduled Absences Due to Illness

For any unscheduled absence due to illness, employees must call their supervisor/manager promptly on the first day of illness and everyday thereafter, unless the supervisor/manager instructs the employee otherwise. In cases of extended illness lasting three (3) or more consecutive days, a doctor's authorization stating the number of days the employee is to remain off work must be submitted to the Human Resources Department. Employees shall be required to provide a medical release prior to returning to work. Failure to provide such a release prior to returning to work may result in loss of pay for the day(s) in question.

All calls should be placed to the employee's supervisor/manager at least one hour before the start of a shift or up to thirty (30) minutes after the start of the shift. If the call is not received within that period of time, it may be considered a "no call." Three (3) consecutive days of failing to call or appear at work will be considered a voluntary resignation.

Should an employee's immediate supervisor/manager be unavailable, an employee is to speak with the department assistant, another supervisor/manager, or to the Human Resources Department. The voicemail system must never be used to report an absence.

5.5 Family and Medical Leave Of Absence ("FMLA") Policy

1. If you have been employed by the Village of Melrose Park for at least twelve (12) months (with no break in service of seven (7) or more years, except if such break in service is related to (a) USERRA covered military obligations and/or (b) as otherwise provided in a collective bargaining agreement or other written agreement, if applicable), and have worked at least 1,250 hours during the 12-month period preceding the start of the leave, and you work at or report to a work site which has fifty (50) or more Village of Melrose Park employees within a 75-mile radius of that work site, you are eligible for up to a total of twelve (12) workweeks of unpaid leave during any rolling twelve (12) month period for one or more of the following reasons:
 1. Because of the birth of your child and in order to care for such child (within 12 months after the birth of the child);
 2. Because of the placement of a child with you for adoption or foster care (within 12 months of the placement of the child);
 3. In order to care for your spouse, child, or parents if they have a "serious health condition;"
 4. Because of a "serious health condition" that makes you unable to perform the functions of your job; or
 5. Because of any "qualifying exigency" (as defined by the Secretary of Labor) arising out of the fact that your spouse, child, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces (retired member only), National Guard or Reserves in support of a contingency operation.
2. Serious Health Condition. For purposes of this policy, "serious health condition" means an illness, injury, impairment or physical or mental condition that involves one of the following:
 1. Hospital Care. Inpatient care in a hospital, hospice or residential medical care facility, including any period of incapacity relating to the same condition;
 2. Absence Plus Treatment. A period of incapacity of more than three full consecutive calendar days (including any subsequent treatment or period of incapacity relating to the same condition), that also involves either: (1) treatment two (2) or more times (within 30 days and provided the first visit takes place within seven (7) days of the first day of incapacity) by a health care provider, by a nurse or physician's assistant under direct supervision of a health care provider, or by a provider of health care services under orders of, or on referral by, a health care provider; or (2) treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider (first visit to health care provider must take place within seven (7) days of the first day of incapacity);
 3. Pregnancy. Any period of incapacity due to pregnancy, or for prenatal care;
 4. Chronic Conditions Requiring Treatment. A chronic condition which: requires at least two (2) periodic visits for treatment per year by a health care provider, or by

- a nurse or physician's assistant under direct supervision of a health care provider; which condition continues over an extended period of time; and may cause episodic rather than a continuing period of incapacity;
5. Permanent/Long-term Conditions Requiring Supervision. A period of incapacity which is permanent or long-term due to a condition for which treatment may be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider;
 6. Multiple Treatments (non-chronic conditions). Any period of incapacity to receive multiple treatment (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three (3) full consecutive calendar days in the absence of medical intervention or treatment.
3. Qualifying Exigency Leave. If you are an eligible employee (as defined above), you are entitled to take up to twelve (12) weeks of unpaid FMLA leave for any qualifying exigency arising out of the fact that a covered military member is on active duty or called to active duty status. The leave described in this paragraph is available during a 12-month rolling period, and may be taken on an intermittent or reduced leave schedule basis. You will be required to provide a copy of the covered military member's active duty orders or other documentation issued by the military that indicates that the military member is on active duty or call to active duty status in support of a contingency operation and the dates of the covered military member's active duty service. Eligible employees may take all twelve (12) weeks of his/her FMLA leave entitlement as qualifying exigency leave or the employee may take a combination of twelve (12) weeks of leave for both qualifying exigency leave and leave for a serious health condition (as defined above).

With respect to a Qualifying Exigency Leave:

1. A "covered military member" means your spouse, son, daughter, son, or parent who is on active duty or called to active duty status.
2. A "qualifying exigency" includes the following broad categories: (a) short notice deployment; (b) military events and related activities; (c) childcare and school activities; (d) financial and legal arrangements; (e) counseling; (f) rest and recuperation; (g) post deployment activities, including reintegration activities, for a period of 90 days following the termination of active duty status; and, (h) additional categories that are agreed to by the employer and employee within this phrase.
3. The phrase "son or daughter" is defined as your biological, adopted, or foster child, stepchild, legal ward, or child for whom you stood in loco parentis, of any age for qualifying exigency leave, who is on active duty or called to active duty status who is of any age. (Note: This definition is different from other sections of this FMLA policy).

4. A "parent" means a biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to you when you were a son or daughter but it does not include "parents in law".
4. Military Caregiver Leave. If you have been employed by the Village of Melrose Park for at least twelve (12) months and have worked at least 1,250 hours during the 12-month period preceding the start of the leave, and you work at or report to a work site which has fifty (50) or more Village of Melrose Park employees within a 75-mile radius of that work site, and you are a spouse, child (of any age for military caregiver leave), parent or next of kin of a Covered Service member, as defined below, you are entitled to a total of twenty-six (26) workweeks of unpaid leave during a single 12-month period to care for the Covered Service member (including twelve (12) workweeks for any other FMLA qualifying reason). The leave described in this paragraph shall only be available during a single 12-month period beginning as of the date the leave commences and ending 12 months after that date (and any unused amounts are forfeited). Military Caregiver Leave may be permitted more than once if necessary to care for a different Covered Service member (or the same Service member with multiple or subsequent injuries or illnesses) up to a combined total of twenty six (26) workweeks in a twelve (12) month period. However, your total available leave time in any single 12-month period generally may not exceed a combined total of twenty-six (26) workweeks (including FMLA time off taken for any other reason); except as provided under the FMLA regulations. You will be required to timely submit the completed paperwork provided to you and available from our Human Resources Department as a condition of receiving approved Military Caregiver Leave; except as provided under the FMLA regulations. NOTE: the 12 month computation period for this type of leave differs from the other types of FMLA leave.

With respect to Military Caregiver FMLA Leave:

1. A "Covered Service member" means a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy from an injury or illness occurring in the line of active duty and/or during active duty, who is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.
2. "Outpatient status" means the status of a member of the Armed Forces assigned to a military medical treatment facility as an outpatient or a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.
3. "Next of kin" means the nearest blood relative of that individual (regardless of age) other than an employee's spouse, son or daughter. You are required to provide confirmation of the relationship upon request. The Service member may designate the blood relative who is considered his/her next of kin; otherwise, the following order generally will apply: blood relatives granted custody by law, brother/sister, grandparents, aunts/uncles, and then first cousins.
4. "Serious injury or illness" means an injury or illness incurred by the Service member in the line of duty on active duty in the Armed Forces that may render the

Service member medically unfit to perform the duties of the member's office, grade, rank or rating.

5. Spouses Employed by the Village of Melrose Park. If your spouse also works for the Village of Melrose Park and you both become eligible for a leave under paragraphs 1a. or 1b. above, or for the care of a sick parent under paragraph 1c. above, the two of you together will be limited to a combined total of twelve (12) workweeks of leave in any rolling 12-month period. In addition, if you and your spouse both become eligible for a leave under the Military Caregiver Family Leave provision above or under a combination of the Service member Family Leave provision, paragraphs 1a., 1b. and 1e. above, or to care for your parent with a serious health condition, the two of you together generally will be limited to a combined total of twenty-six (26) workweeks of leave in any single 12-month period, but if the leave taken by you and your spouse includes leave described in paragraphs 1a. through 1e. above, that leave shall be limited to a combined total of twelve (12) workweeks of leave in any rolling 12-month period.

6. Medical Certification. Any request for a leave under paragraphs 1c., 1d. or under the Service member Family Leave provision above must be supported by certification issued by the applicable health care provider or the Department of Defense. You are required to submit this information on the forms provided to you and available from the Human Resources Manager or on the Invitational Travel Orders or Authorizations provided to you by the Department of Defense.

You will be required to submit a new medical certification form for each leave year for a medical condition(s) that last longer than one year. Additionally, you are required to submit a recertification of an ongoing condition every six (6) months in connection with an absence where the duration of the condition is described as "lifetime" or "unknown".

At its discretion, the Village of Melrose Park may require a second medical opinion and periodic recertification to support the continuation of a leave or under paragraphs 1.c. and 1.d. (except as otherwise provided by the Department of Labor). If the 1st and 2nd opinions differ, a 3rd opinion can be obtained from a health care provider jointly approved by both you and the Village of Melrose Park (unless you accept the second opinion as determinative).

7. Intermittent Leave. If certified as medically necessary for the serious health condition of either you or your spouse, child or parent (Paragraphs 1c and 1d, above), or to care for a Covered Service member if you are a spouse, child, parent or next of kin to the Covered Service member (Paragraph 3, above), leave may be taken on an intermittent or reduced leave schedule. Intermittent leave also may be taken if you qualify for leave because of a qualifying exigency as described in Paragraph 1e, above, subject to the submission of a certification prescribed by the Secretary of Labor. If leave is requested on an intermittent basis, however, the Village of Melrose Park may require that you transfer temporarily to an alternative position which better accommodates recurring periods of absence or to a part-time schedule, provided that the position offers equivalent pay and benefits.

8. Light Duty Work Assignments. While voluntarily performing in a light duty capacity while on FMLA leave, that time does not count against your 12 week FMLA allotment. In effect, your right to restoration is held in abeyance during the period of time that you are

performing in a light duty capacity (or until the end of the applicable 12 month FMLA leave year if longer).

9. Notification and Reporting Requirements. All requests for leaves of absence must be submitted to your supervisor or the Human Resources Manager at least thirty (30) days in advance of the start of the leave, except when the leave is due to an emergency or is otherwise not foreseeable. If the leave is not foreseeable, you must provide notice as soon as "practicable," which generally means either the same day or the next business day that you learn of the need for leave, in the absence of any unusual circumstances. A delay in submitting an FMLA leave request may result in a loss of FMLA protections and/or a delay of the start of your leave. Your supervisor will forward the request to the Human Resources Manager for approval.

You must respond to our questions relative to your leave request so that we can determine if the leave qualifies for FMLA protection; failure to do so may result in loss or delay of FMLA protections. If you are seeking leave due to an FMLA-qualifying reason for which the Village of Melrose Park has previously granted you FMLA-protected leave, *you must specifically reference the qualifying reason or need for FMLA leave at the time of your request to be away from work.* It is not sufficient to simply "call in sick" without providing additional information which would reasonably cause the Village of Melrose Park to believe your absence/time away from work may qualify as an FMLA qualifying event. In all cases in which you are seeking leave under this policy, you shall provide such notice to the Village of Melrose Park consistent with the Village of Melrose Park's established call-in procedures so long as no unusual circumstances prevent you from doing so. Failure to comply with the call-in procedures may result in a delay or denial of FMLA protected leave.

You must make an effort to schedule a leave so as not to disrupt business operations. During the leave, you may be required to report periodically on your status and your intention to return to work. Any extension of time for your leave of absence must be requested in writing prior to your scheduled date of return to work, together with written documentation to support the extension. Your failure to either return to work on the scheduled date of return or to apply in writing for an extension prior to that date will be considered to be a resignation of employment effective as of the last date of the approved leave. Employees on leaves for their own serious health condition must provide fitness-for-duty releases from their health care provider before they will be permitted to return to work. Your maximum time on a leave of absence, all types combined, and including all extensions, cannot exceed a total of twelve (12) weeks in a rolling twelve month period, unless you are a spouse, child, parent, or next of kin on leave to care for a Covered Service member, in which case your leave can last for up to twenty-six (26) workweeks in a single twelve (12) month period.

An Employee shall not be granted a leave of absence for the purpose of seeking or taking employment elsewhere or operating a private business. Unauthorized work while on a leave of absence will result in disciplinary action, up to and including discharge.

A leave of absence will not affect the continuity of your employment. Your original date of employment remains the same for seniority purposes. However, you will not accrue any benefits during the period you are on a leave.

10. Employee Benefits During Family and Medical Leave of Absence. You will be permitted to maintain health and dental insurance coverage for the duration of the leave under the same conditions coverage would have been provided if you had remained actively at work. However, you must make arrangements for the continuation of and payment of insurance premiums before you go on leave status. If you do not return to work after the leave, or if you fail to pay your portion of the premiums, you will be required, under certain circumstances, to reimburse the Village of Melrose Park for the costs and expenses associated with insuring you during the leave.

11. Return From a Family and Medical Leave. If you return from your leave on or before being absent for twelve (12) workweeks in a rolling twelve (12) month period or twenty-six (26) workweeks during a single twelve (12) month period if you took a leave under the Service member Family Leave provision, you will be restored to the same or to an equivalent position to the one you held when the leave started. Of course, you have no greater right to reinstatement or to other benefits and conditions of employment than if you had been continuously employed during the FMLA leave period. In determining whether a position is "equivalent" we would look at whether the position had substantially similar terms and conditions of employment and whether the position entails similar duties, skills, efforts, responsibilities, authority, privileges and status. The alternative position should be at the same worksite or a nearby worksite with a similar work schedule. However, the employee does not need to be reinstated in a position with the same job title or in the same physical office or cubicle as the prior position.

If the leave was due to your own serious health condition, you will be required to submit a fitness-for-duty certification from your health care provider in accordance with our normal policies and practices applicable to other leaves of absence, certifying that you are able to resume work and perform the essential functions of the job (either with or without a reasonable accommodation). A list of the essential job functions will be made available to you for compliance with this requirement prior to the Village of Melrose Park designating your leave as FMLA leave. If a reasonable job safety concern exists, you also may be required to provide a fitness for duty certification up to once every 30 days before returning from an intermittent or reduced schedule FMLA leave related to your own serious health condition. Generally, a returning employee will be permitted to return to work within two (2) business days of the Village of Melrose Park's receipt of a valid fitness for duty release.

If you fail to return to work at the expiration of your approved Family and Medical Leave, it will be considered to be a resignation of your employment with us. Likewise, an employee on FMLA leave who provides notice of their intent not to return to work upon expiration of a leave will lose their entitlement to FMLA leave and related benefits.

12. Key Employees. Certain highly compensated key employees may be denied reinstatement when necessary to prevent "substantial and grievous economic injury" to the Village of Melrose Park's operations. A "key" employee is a salaried Employee who is among the highest paid 10% of Employees at that location, or any location within a 75-mile radius. Employees will be notified of their status as a key employee, when applicable, after they request a Family and Medical Leave.

13. Coordination with Other Policies. You must substitute any accrued paid vacation days, personal time, and sick days (if you otherwise qualify) for unpaid leave under this policy, and any such paid time off must be taken concurrently with your Family and Medical Leave. If you otherwise qualify for disability pay, you will collect it at the same time you are on unpaid Family and Medical Leave.

Further, if you otherwise qualify for any other type of leave of absence, you must take that leave at the same time as you are taking your Family and Medical Leave. All time missed from work that qualifies for both Family and Medical Leave, and for workers' compensation, will be counted toward your Family and Medical Leave. To receive any type of paid time off benefit while on FMLA leave, you are required to meet the Village of Melrose Park's conditions for taking the paid leave (although the Village of Melrose Park may in its discretion waive any procedural requirement for the paid leave in appropriate circumstances).

14. Anti-Retaliation Provisions. Be assured that no retaliation will be taken or tolerated against any employee who exercises his/her rights under our FMLA policy. If you feel that you have been the victim of any discrimination or retaliation under this Policy, you are encouraged to contact Village's Human Resources Department so that the matter can be promptly investigated and remedied as appropriate.

5.6 Personal Leaves of Absence

A personal leave of absence for purposes of this policy is defined as an unpaid leave of absence from work that is not otherwise covered by law or any other Village policy. The employee must have been employed by the Village full-time for at least one (1) year to be eligible for a personal leave of absence. The employee must also have exhausted all other applicable leave, vacation time, and other time off.

Requests for personal leave must be made in writing to the Human Resources Department as far in advance as possible and are subject to management approval. Some circumstances that may be taken into consideration in making the decision to grant or deny requests for personal leave include:

- The starting and ending date of the requested personal leave;
- The length of time the employee has been employed with the Village;
- The reason(s) for the requested leave, including the necessity of missing work;
- The reasonableness of the amount of time requested;
- The workload and requirements of the employee's position; and
- The attendance and performance record of the employee.

Personal leaves may be granted up to thirty (30) days in any calendar year. If the employee does not return to work on a mutually agreed-upon day, the employee may be subject to disciplinary action up to and including termination.

5.7 Bereavement Leave

Up to three (3) consecutive days of leave with pay may be granted to regular full-time employees in the event of the death of an immediate family member, provided the days requested fall on the employee's regularly scheduled workdays. Immediate family (including in-laws) shall be interpreted to mean parents, grandparents, brothers, sisters, children, and spouse. One (1) day of leave with pay may be taken for extended family members such as uncles, aunts and cousins.

Paid bereavement leave is for the purpose of attending the decedent's funeral and includes such related events as the wake or visitation. The Village may require reasonable documentation to

support any requested bereavement leave, which may include a death certificate, a published obituary notice, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or government agency.

In accordance with the Illinois Child Bereavement Leave Act (820 ILCS 154/1 et seq.), employees who are “eligible” for leave under the Family and Medical Leave Act of 1993 (29 U.S.C. § 2601 et seq.) shall be entitled to ten (10) workdays of unpaid bereavement leave to attend the funeral (or alternative to a funeral) of the employee’s child, make arrangements necessitated by the death of the child, or grieve the death of the child. For purposes of this policy, an employee’s “child” shall be defined as the employee’s son or daughter who is the biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in *loco parentis*. This leave must be completed within 60 days after the date on which the employee receives notice of the death of the child. In the event of the death of more than one child in a 12-month period, an eligible employee is entitled to up to six (6) weeks of child bereavement leave during the 12-month period. The Village will not discriminate or retaliate against employees who take this leave.

Employees may elect to substitute paid time off (e.g. vacation and personal days) for unpaid time off in addition to the paid time off allowed under this bereavement policy as set forth above. However, nothing in this policy shall be interpreted as increasing the total amount of time off available to an employee under the Family and Medical Leave Act or any other Village policy. Eligible employees are required to notify their supervisor/manager and the Human Resources Department at least 48 hours in advance of their intention to take bereavement leave unless doing so is not reasonable or practicable.

5.8 Jury Duty Leave

The Village will grant a paid leave of absence to full-time employees who are selected for jury duty or have been subpoenaed as a witness in a court of law. Part-time employees will be granted an unpaid leave of absence for jury duty. Full-time Village employees on jury duty will be compensated at their full regular rate of pay and need not reimburse the Village for pay received for jury service. In return for this compensation, the employee is expected to report for work when not in court or when excused early. To be eligible for paid leave under this policy, the employee must provide proof of the number of days served by submitting a copy of the summons or subpoena and other relevant documentation to the employee’s supervisor/manager or the Human Resources Department.

5.9 Voting Leave

The Village will allow employees a two (2) hour leave of absence from work to vote in a general or special election or at any election at which propositions are submitted to a popular vote in the event the employee’s working hours begin less than two (2) hours after the opening of the polls and end less than two (2) hours before the closing of the polls. An employee’s supervisor/manager may specify the hours in which an employee may take this leave. All requests for voting leave must be made to the employee’s supervisor/manager prior to the date the leave is taken.

5.10 Leave for Nursing Mothers

In accordance with the Nursing Mothers in the Workplace Act (820 ILCS 260/1 et seq.), the Village will provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. The Village will also make reasonable efforts to provide

a room or other location, in close proximity to the work area, other than a toilet stall, where an employee can express her milk in privacy.

5.11 Leave Under the Illinois School Visitation Rights Act

In accordance with the Illinois School Visitation Rights Act (20 ILCS 147/1 et seq.), the Village will allow employees up to eight (8) hours of unpaid leave per school year, with no more than four (4) hours being taken in one day, to attend school conferences or classroom activities related to the employee's child if the conference or classroom activities cannot be scheduled during nonworking hours. Employees are only entitled to leave under this policy if they have exhausted all accrued vacation leave, personal leave, and any other leave that may be used other than sick leave and disability leave. Employees must provide their supervisors/managers with a written request for leave at least seven (7) days in advance of when the leave is to be taken, except for emergency situations in which case at least twenty-four (24) hours' notice shall be required. The Village will make reasonable efforts to accommodate an employee who wishes to make up any time missed after taking leave under this policy.

5.12 Leave For Elected Officials

In accordance with the Illinois Time Off for Official Meetings Act (50 ILCS 115/1 et seq.), the Village will allow any employee who is an elected official of a unit of local government or school district unpaid leave from work to attend an official meeting of a public body to which the employee has been elected, plus any necessary travel time. Employees wishing to take leave under this policy must provide their supervisors/managers with least twenty-four (24) hours' advanced notice.

5.13 Leave Under the Victims Economic Safety and Security Act

The Victims Economic Safety and Security Act (VESSA) grants up to 12 weeks of leave in any 12-month period for employees who are victims of domestic or sexual violence or who have a family or household member who is a victim of domestic or sexual violence. Employees seeking to use leave under VESSA are required to provide the Village with least 48 hours' notice of their intention to take leave unless doing so is not practicable. For more information, please contact the Human Resources Department.

5.14 Military Leave

The Village shall comply with all current state and federal laws regarding military leave, including but not limited to the United States Employment and Reemployment Rights Act (USERRA), the State of Illinois Local Government Employee Benefits Continuation Act (50 ILCS 140), and the State of Illinois Military Leave of Absence Act (5 ILCS 325). To the extent anything herein conflicts with contractual obligations or state or federal laws or regulations, those obligations and laws or regulations will prevail.

To the extent required by applicable law, the Village shall grant leave from employment to eligible full-time and part-time employees who are members of any active or reserve component of the Armed Services, the Illinois Naval Militia, or the National Guard of any state for any period actively spent in military service, whether voluntary or involuntary, including basic training, annual training, and special or advanced training.

Notice to the Village

The Village requires advance notice of military leave, unless military necessity prevents such notice or it is otherwise impossible or unreasonable. Unless otherwise provided by law, such leave shall not exceed a cumulative period of five (5) years.

Except as provided for herein, military leave shall be uncompensated. Employees on military leave may use paid time off, including vacation and personal time, but are not required to do so.

Health Benefits During Military Leave of Absence

Employees who are on military leave in excess of 31 days may elect to continue their Village health insurance coverage for up to 24 months. Upon return from military leave, employees shall be entitled to reinstatement of Village health insurance benefits. Employees who take military leave shall not suffer loss of seniority or any other benefits previously accrued.

Military Leave For Training Purposes

- A Employees who are members of any reserve component of the United States Armed Forces or of any reserve component of the Illinois State Militia, shall be granted leave for any period actively spent in military service, including:
 - 1. Basic training;
 - 2. Special or advanced training, whether or not with the state, and whether or not voluntary;
 - 3. Annual training; and
 - 4. Any other training or duty required by the United States Armed Forces.
- B During leaves for annual training, full-time employees who are in the Reserves shall continue to receive their regular compensation.
- C During leaves for basic training, for up to 60 days of special or advanced training, and for any other training or duty required by the United States Armed Forces, full-time employees who are in the Reserves shall receive their compensation as a Village employee minus the amount of their base pay for military activities if their daily rate of compensation for military activities is less than their daily rate of compensation as a full-time Village employee. Calculations under this section shall be made in accordance with applicable law.
- D During leaves for basic training, full-time employees who are in the Reserves shall continue to accrue seniority and other applicable benefits.

Employees in the Reserves Who Are Called to Active Duty

Employees who are members of any reserve component of the United States Armed Services, including the Illinois National Guard, and who are mobilized to active military duty as a result of an order of the President of the United States, shall continue to receive their compensation as Village employees for the duration of their active military service, as well as any health insurance and other benefits they were receiving or accruing at the time they were mobilized to active military duty minus the amount of their base pay for military service.

Returning from Military Leave

Employees wishing to return to their employment with the Village following military leave must report back to work or make a request for reemployment within the timeframe set by law. Employees who have been on leave for less than 31 days must report for work by the beginning of the first regularly scheduled work day that would fall 8 hours after the employee returns home from the place of military service. Employees who have been on leave for 31 – 180 days must make a request for reemployment no later than 14 days following the completion of their military service. Employees who have been on leave for more than 180 days must make a request for reemployment within 90 days following the completion of their military service. If, due to no fault of the employee, timely reporting back to work would be impossible or unreasonable, the employee must report back to work as soon as possible, unless otherwise provided for by law. An employee's failure to timely report for work or make a request for reemployment may be grounds for the denial of reinstatement and may result in discipline up to and including termination.

5.15 Holidays

Full-time employees will be entitled to the following paid holidays **after** sixty (60) continuous days of full-time employment.

New Year's Day
Martin Luther King, Jr. Day
Presidents' Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve (1/2 day, Noon – 5:00P.M.)
Christmas Day
New Year's Eve (1/2 day, Noon – 5:00P.M.)

When a holiday falls on a Saturday, the preceding Friday generally will be recognized as the holiday. A holiday falling on a Sunday generally will be celebrated on the following Monday. In order to be paid for a holiday, an employee **must be at work** on the workday before and after the holiday. If a vacation was scheduled before and/or after the holiday, the employee will be paid for that holiday. Should the employee be absent, or if he or she did not work an eight (8) hour shift for any other reason on either of those two (2) days, he or she will be required to submit an acceptable written reason for the absence to his or her supervisor/manager for approval. Failure to do so will result in loss of pay for the holiday.

A paid holiday occurring during an employee's scheduled vacation will not be considered a vacation.

Full-time, regular, non-exempt employees are paid for one (1) eight (8) hour day per holiday.

Non-exempt employees required to work on a holiday because of the nature of their duties will be paid at the **regular** hourly rates of pay for all non-overtime hours required to be worked on the holiday. Employees who are required to work on a holiday will receive a floating holiday to be used at a later date.

The Village recognizes that some employees may wish to observe, as periods of worship or commemoration, certain days not included in the Village's holiday schedule. Such employees may use accrued vacation days or other approved time off to address these circumstances.

6. EMPLOYEE BENEFITS

6.1 Available Benefits

The Village of Melrose Park currently provides its employees with major medical insurance, dental and optical insurance, life insurance, short and long-term disability insurance, as well as a pension plan.

For specific questions regarding eligibility and further clarification of any of these benefits, employees should refer to the applicable plan documents which can be obtained from the Human Resources Department. All benefits are subject to change and/or revocation unless otherwise required by law.

6.2 Medical/Dental Insurance

Full-time employees and retirees are eligible to participate in the Village of Melrose Park's health insurance plans, currently through Blue Cross/Blue Shield of Illinois. The Village offers an HMO plan for medical and a PPO plan for dental. An employee is eligible the first of the month following thirty (30) days of employment.

The health insurance plan is provided at a 3% cost to the employee and to retirees, however is subject to change.

Comprehensive major medical coverage is available to eligible employees of the Village of Melrose Park. This plan provides for usual and customary hospital and surgical coverage as well as extended outpatient medical expenses.

Employees should refer to the plan documents for more information regarding benefits including annual deductible, co-payment schedules, pre-certification requirements, and maximum out-of-pocket expenses.

6.3 Medical Benefits Continuation

The Federal Consolidation Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under the Village's health plans when a "qualified event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, death of an employee, a reduction in an employee's hours, an employee's divorce or legal separation, and a dependent child no longer meeting eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage at the Village of Melrose Park's group rate plus an administrative fee. The Village provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under the health plan. The notice contains important information about the employee's rights and obligations.

6.4 Disability Insurance

Employees enrolled in the Illinois Municipal Retirement Fund (IMRF) are also eligible for IMRF temporary, total, and permanent disability benefits as described in the plan information available through the Village's Human Resources Department.

6.5 Accidental Death and Dismemberment

The IMRF plan provides eligible employees a life insurance benefit. Refer to the plan document for more information regarding eligibility and coverage afforded by this employee benefit.

For more information regarding these individual insurance programs, please refer to the plan document received at the time of application for insurance. Any questions should be directed to Human Resources.

6.6 Illinois Municipal Retirement Fund (IMRF)

The Village of Melrose Park's pension plan is governed by the Illinois Municipal Retirement Fund (IMRF). Employees contribute four and a half percent (4 - ½%) of their salary, three and three-quarters percent (3-¾%) for their pension and three-quarters of a percent (¾%) for a surviving spouse pension. Contributions are tax-deferred. Employer contributions, which make up most of the pension costs for the members who reach retirement, are not credited.

For more information regarding eligibility and enrollment periods, please consult the Illinois Municipal Retirement Fund Summary Plan description, which can be obtained from the Human Resources Department.

6.7 Retiree Medical Benefits

Employees hired after August 1, 1999 will be eligible to retire with full medical benefits when the employee's age plus his or her consecutive years of service with the Village of Melrose Park

equals or exceeds seventy-five (75). Medicare eligible retirees will be entitled to Medicare supplemental benefits only.

6.8 EAP Program

The Village of Melrose Park recognizes that a wide range of illnesses and problems can have an effect on an employee's health, well-being and job performance. These illnesses and problems may include alcoholism, drug dependence, emotional or psychiatric illnesses, marital and/or family discord, stress disorders, legal difficulties, and/or financial problems.

The Village of Melrose Park believes that it is in the best interests of the employee, the employee's family, and the Village of Melrose Park to provide an Employee Assistance Program (EAP) to help with such illnesses and problems by providing confidential and professional assessment, short-term counseling, and/or referral services. It is the policy of the Village of Melrose Park, therefore, to handle such problems within the following framework:

- A. The Village recognizes that human problems can be treated successfully if identified in the early stages and referral is made to appropriate resources. This applies to whether the problem is physical illness, mental or emotional illness, financial problems, marital or family distress, alcoholism, drug abuse, stress, legal problems, or other concerns.
- B. Employees who have a problem are encouraged to voluntarily seek assistance on a confidential basis by calling EAP staff directly at 1-800-786-2948. Family and/or fellow workers also may suggest an employee contact the EAP.
- C. When an employee's job performance or attendance is unsatisfactory and the employee is unwilling to correct the situation either alone or with normal supervisory assistance, this is an indication that there may be some cause outside the realm of his or her job responsibilities which is the basis of his or her problem.
- D. If illness or personal problems are the cause of unsatisfactory job performance, both the employee and management will have access to the EAP's professional services which are designed to help resolve such problems in an effective and confidential manner.
- E. An employee's unsatisfactory job performance will be handled according to established progressive disciplinary procedures. The implementation of EAP will not require or result in any special regulations, privileges or exemptions from the standard administrative practice applicable to job performance requirements.
- F. If any employee's job performance continues to suffer despite usual supervisory intervention, the supervisor/manager is expected to recommend the person seek professional assistance from EAP staff. An employee may choose to accept or refuse the recommendation for EAP assessment; similarly EAP recommendations for treatment may be accepted or rejected. Employees may not be disciplined solely for non-compliance with recommendations made for or by the EAP. Continued poor work performance will be handled through customary progressive disciplinary procedures.
- G. If a referral for treatment is made and accepted, such treatment may be covered according to the healthcare insurance program chosen by the employee. Any necessary time off from work would be handled according to existing policies. Employees are assured that their continued employment and opportunities for promotion will not be jeopardized by utilizing the employee service.
- H. All EAP records and discussions will remain confidential between the employee and the EAP staff unless the employee authorizes disclosure or as otherwise required by law.

- I. Because employee work performance can be affected by the problems of an employee's spouse or other dependents, the program is available to the dependent family members of employees as well.
- J. Because crisis situations may occur during non-working hours, a 24-hour, seven-day-a-week crisis telephone number is available for employees and their families. The number is 1-800-786-2948.

6.9 Workers' Compensation

The Village maintains its own Workers' Compensation insurance. This insurance covers injury or illness that requires medical, surgical, or hospital treatment sustained because of, and during the course of, employment. Injured employees may be eligible for applicable benefits as provided under Illinois law.

Employees who are injured during working hours at the Village immediately must report the accident to their supervisors/managers and obtain the appropriate medical care, if necessary. It is important that an official report of the accident be initiated, even if the injury does not seem to warrant medical attention at the time. Copies of Illness/Injury Reports can be obtained from supervisors/managers.

An injured employee immediately must secure a letter from a physician stating any inability to perform normal duties including beginning and ending dates of any/all restrictions. The employee must continue to provide documentation from the attending physician pertaining to his or her progress. Failure to report an injury immediately is considered a violation of the Village's work rules. Unless otherwise provided by law or contract, the Village reserves the right to have the employee see a physician of the Village's choice to determine the continuation of benefits.

6.10 Social Security

Unless otherwise provided by law, all Village employees are covered by Social Security. Under the provisions of the Federal Old Age Benefits Act, both the employer and the employee are taxed on an equal percentage basis to provide an employee with Social Security benefits at retirement or in the event of total disability as determined by the Social Security Administration.

7. SAFETY IN THE WORKPLACE

7.1 General Safety Policy

All employees are required to exercise common sense while on the job and observe the following rules concerning safety. The best protection against injury is a safety conscious work attitude on the part of all employees. A supervisor/manager should be notified immediately of any potentially dangerous conditions existing in any area of the Village.

Emergency numbers are posted in conspicuous areas throughout the Village's buildings.

First Aid Kit

First aid kits can be found in several locations throughout the Village's buildings. All employees should familiarize themselves with these locations so they know where to go if the need for first aid arises.

Building Security

Due to the classified nature of some work performed within the Village of Melrose Park, and for the protection and personal safety of all personnel, the Village employs the following safeguards and security measures at all our buildings:

- Access to specific restricted areas within the Village will be through supervisor/manager approval only.
- Doors and cabinets where confidential information or valuables are stored are to be kept securely locked whenever employees are not in attendance.

Reporting Injuries/Accidents

Employees who suffer work-related injuries or illnesses on the job must report them to their supervisor/manager immediately. Failure to do so will result in disciplinary action up to and including termination.

Employees returning to work must provide certification from a physician indicating they will be able to work satisfactorily and safely. Employees who fail to return to work after receiving medical clearance may be discharged. In certain cases, the Village will offer reasonable accommodations to returning injured or sick employees.

Physical Limitations

Should an employee develop any physical limitations, it must be reported to his or her supervisor/manager in writing (physician's note) and this will be placed in the employee's medical file. If a physical restriction prevents an employee from returning to work, he or she will not be allowed to work until proper release by the physician is received in writing. All medical notes/certificates stating restrictions must have a beginning and an end date pertaining to these restricted duties. Restrictions must be specific. In all cases, the rate of pay will be determined by the particular job the employee is performing.

Emergency Exiting

When a fire alarm sounds, all employees will leave the building immediately. Exiting plans are posted throughout the Village buildings. Please familiarize yourself with the plan in your building/work area so you will know where to go in the event that the need arises.

Use and Handling of Village Vehicles and Equipment

In using Village vehicles or personal vehicles for Village business, employees must keep in mind the fact that they are representatives of the Village government and that their conduct in adhering to the rules of safety and courtesy on the road is a reflection, for better or worse, on the Village. Thus, it is imperative that such employees abide by these rules and customs with the highest degree of exactitude. When driving Village vehicles, personnel are required to wear seat belts at all times. Any fines incurred by an employee while operating a Village vehicle due to traffic or parking regulations shall be the responsibility of the employee, and all fines or monies shall be paid by the employee. No one under the age of eighteen (18) will be permitted to operate a Village-owned vehicle during the course and scope of employment.

Any incident involving the use of a Village-owned vehicle while working, whether or not it results in an injury to any person or damage to any vehicle or property and regardless of who is at fault, must be reported immediately to the employee's supervisor/manager.

Village vehicles, equipment, supplies, tools, and uniforms shall not be used for personal or unauthorized purposes. **No Village-owned vehicle is to be taken home overnight, with the exception of designated department heads on 24-hour call.**

Employees shall be responsible for the proper care and use of Village vehicles, equipment, supplies, tools, and uniforms. Accidents, breakdowns, or malfunctions of any equipment should be reported to the employee's immediate supervisor on the day of the occurrence so that repairs may be made.

Uniforms – Protective Gear

Employees are responsible for the uniforms supplied by the Village. Uniforms provided for the employees shall be worn only during working hours or for conducting official Village business outside working hours. Uniforms may be worn to or from work, unless department rules specify otherwise, but are not to be worn during any personal activity other than defined in this section, unless authorized by the department head.

Each employee is expected to dress appropriately for the job they are performing. In setting dress standards, supervisors should consider these factors:

- The nature of the work;
- Safety considerations; and
- The nature of the employee's public content.

When necessary, safety shoes, work boots, safety glasses, gloves, and safety vests must be worn. When an employee's dress does not comply with established standards, the normal responses should be to discuss the matter with the employee. If the abuse continues, the supervisor may initiate disciplinary action.

Employees must make every effort to take proper care of their uniforms. Damaged and/or lost uniforms must be reported immediately to the employee's immediate supervisor.

If an employee violates this section, the employee may be held liable to the Village for any claims, costs, or damages arising out of or resulting from the use, operation, or possession of Village equipment.

7.2 Alcohol and Substance Abuse Policy

The Village of Melrose Park recognizes that drug and alcohol abuse are pervasive in our society. The Village further recognizes that the workplace is not exempt from the use and abuse of such substances.

The use and misuse of alcohol and drugs by Village employees is contrary to a drug-free workplace. The use of these substances increases the potential for accidents, absenteeism, substandard performance, turnover, misconduct, poor employee morale, damage to property, injury to the public and/or other employees, or degradation of trust in the Village to efficiently provide service to its citizens. All employees shall be subject to random drug and alcohol testing pursuant to procedures set forth below. Therefore, the following Alcohol and Substance Abuse Policy is adopted, effective August 1, 1999.

All employees of the Village of Melrose Park shall be governed by the principles of a drug-free workforce and workplace, and employees:

- shall not be under the influence of alcohol, illegal drugs, or other dangerous substances while performing their assigned duties or while "on call" for duty;
- shall not use, distribute, sell, or possess illegal drugs;
- shall not use alcohol or other dangerous substances during working hours, during breaks or meal periods, when scheduled to return to work, or when subject to being called to work;
- shall not possess, store, or transport alcohol or illegal drugs while on Village premises, at Village work locations, or in Village vehicles or equipment; and
- shall not sell, distribute, dispense, or transfer alcohol, illegal drugs, or prescription drugs and medications to any other employee or to any person while on duty or acting in an official capacity.

All employees are governed by these requirements and should be aware that violations will result in disciplinary action up to and including termination of employment.

Definitions:

- Drug: A drug is any non-prescribed controlled substance that the employee is not authorized to possess or consume by law, including any controlled substance listed in 720 ILCS 570 et seq., known as the Controlled Substances Act, and 720 ILCS 550 et seq., known as the Cannabis Control Act, for which the employee does not have a current prescription. This also includes the improper use of prescription drugs and any "designer

drugs" which have adverse effects on perception, judgment, memory, or coordination. Only the person for whom a prescription drug is issued can bring that medication on Village premises. Employees must use prescription drugs only in the manner, combination, and quantity prescribed.

- Alcohol: Includes any distilled spirits, wine, malt beverages, or other intoxicating liquors.
- Drug/Alcohol Test: Any chemical, biological, or physical instrumental analysis administered for the purpose of determining the presence or absence of alcohol or a drug or its metabolites.
- Reasonable Suspicion: Reasonable suspicion shall be defined as a belief based on specific facts and reasonable inferences that the employee is under the influence of drugs or alcohol, or is in the possession of or selling drugs and alcohol. Circumstances which may constitute a basis for determining reasonable suspicion may include, but are not limited to:
 - A pattern of abnormal or erratic behavior.
 - A noticeable change in work performance.
 - Direct observation of drug or alcohol use.
 - Presence of physical symptoms of drug or alcohol use (glassy or bloodshot eyes, slurred speech, poor coordination, or the odor of an alcoholic beverage on/or about the person or breath of the employee).
 - A work-related accident caused by the employee which, when in conjunction with any of the items listed above, results in any personal injury to the employee or others or damage to Village property.
- Employee: Any individual hired by the Village to work for wages or salary, excluding any and all independent contractors.
- Driver: Any employee who operates a Village vehicle. This includes, but is not limited to: full-time, regularly employed drivers, casual, intermittent or occasional drivers, leased drivers and independent, owner-operated contractors who are either directly employed by or under lease to the Village or who operate a vehicle at the direction of or with the consent of the Village.
- Safety Sensitive Position: Police or Fire Department personnel, both civilian and sworn.
- Conviction: A finding of guilt, including a plea of no lo contendere, or imposition of sentence, or both, by any judicial body charged with determining violations of the federal or state criminal drug statutes.

The employee Assistance Program (EAP) of the Village of Melrose Park is available to employees who desire to seek help for an alcohol, drug, or substance abuse problem. Contact with the EAP can be made directly through Human Resources.

Voluntary Referral

An employee may desire to come forward on a self-initiated basis to seek help for an alcohol or drug abuse problem and to voluntarily resolve that problem. Employees are encouraged to do so before they are found in violation of this policy.

Any employee voluntarily seeking assistance for a problem involving illegal drug use or alcohol may avail himself or herself of this help once during the employee's tenure with the Village.

The employee will not be subject to disciplinary action for voluntarily coming forward for help. However, an employee will not escape discipline by requesting such assistance after being requested to take an alcohol and/or drug test violating Village policies and rules of conduct. Voluntary requests for help will be kept confidential.

Positive Referral

Any positive drug/alcohol test shall cause the employee to be referred to the Village's Employee Assistance Program (EAP) for substance abuse treatment evaluation. The employee must comply with all EAP recommendations and sign a release of information allowing the EAP to disclose to the Village such compliance. The EAP may recommend the employee return to work after the employee provides a negative drug screen and the EAP is satisfied with compliance with recommendation. The employee may also be subjected to one year of follow-up drug testing on random dates selected by the Village.

Other Testing Conditions

Anyone in a supervisory position shall have the right to require any employee under his or her supervision to submit to drug or alcohol testing when reasonable suspicion exists that the employee is in violation of any of the provisions as set forth in this directive. The supervisory person will provide written notice to the employee of the order to submit to drug or alcohol testing and make arrangements for transportation to the testing facility. The order will be signed by the supervisory person requiring the test as well as Human Resources and will further state the specific facts and the inferences leading to the reasonable suspicion to order such a test. The employee shall complete the test within one (1) hour of issuance of order. After submitting to the drug and/or alcohol testing, the employee will not be allowed to return to work pending the results of the drug test.

Any employee may be required to submit to drug or alcohol testing as a condition of the promotional process, initial employment, or during a change in job assignment without the requirement of reasonable suspicion.

The Village will require post-accident drug and breath alcohol testing for any employee involved in any accident with a Village vehicle. The test must be conducted within 2 – 4 hours of the accident.

Random Testing

All employees as defined in this policy will be included as a part of a group from which they will be selected randomly by a third party computer for substance abuse testing. Random testing will occur quarterly, with approximately 20% of the employees being tested.

Positive Test Results

If the employee tests positive on both the initial and confirmatory tests for drugs or alcohol, the employee shall be subject to disciplinary action which can lead to discharge from employment. However, when the employee is taking prescription medication in conformity with the lawful direction of the prescribing physician or a non-prescription medication in conformity with the manufacturer's specified dosage and the employee has notified the Village of the use of the prescription or non-prescription medication before any laboratory test is performed, a positive test consistent with the ingredients of such medication shall not constitute cause for discipline. (the Village will require an employee to provide evidence that any prescription medication has been lawfully prescribed by a physician, as well as information from the physician on any potential side effects).

Any positive drug/alcohol test shall cause the employee to be immediately removed from driving or any other safety-sensitive function. Any positive drug/alcohol test shall cause the employee to

be referred to the SAP (Substance Abuse Professional) for substance abuse treatment evaluation. Any subsequent positive tests will result in immediate termination.

Refusal to provide a hair, blood, breath, or urine specimen

An employee's refusal to provide a hair, urine, breath or blood specimen for laboratory testing when requested by the Village shall constitute cause for disciplinary action. If an employee is physically unable to provide a hair or urine specimen, the Village may request a blood specimen for laboratory testing.

Tampering with or substitution of a specimen

Intentionally tampering with, causing another person to tamper with, diluting, substituting for, or causing another person to substitute for a urine and/or blood specimen, whether the employee's own specimen or another employee's specimen, shall constitute cause for termination of any employee who engages in such activity.

Drug-related felony or misdemeanor conviction

The conviction of any employee for any felony or misdemeanor involving the illegal possession, sale, use, or distribution of a drug shall constitute cause for disciplinary action which can lead to discharge, whether or not such felony occurred on or off duty. Such convictions must be reported to the Human Resources Department within five (5) working days. In deciding appropriate action, the Village will consider the nature of the charges, the sentence, the employee's job assignment, the employee's record with the Village, any adverse impact of the employee's conviction on the public trust in the ability of the Village to carry out its responsibilities, and any other relevant factors.

Test Results

Test results will be reviewed to determine whether or not there is any indication of a controlled substance or alcohol abuse. If there is any evidence of a positive result, the employee will be given an opportunity to discuss the results and provide documentation of legally prescribed medication. The results will be maintained in a secure location with controlled access by the designated Human Resources Representative. The results will not be released to any unauthorized party without written consent by the employee.

7.3 Smoke-Free Workplace

Smoking is not allowed in Village buildings or vehicles at any time. "Smoking" includes the use of any tobacco products, electronic smoking devices, and e-cigarettes containing nicotine cartridges.

For the health, well-being, and safety of all employees, the Village allows smoking only in the designated areas (15 feet away from entrances and exits) during scheduled breaks and lunches.

**VILLAGE OF MELROSE PARK EMPLOYEE HANDBOOK
ACKNOWLEDGEMENT AND RECEIPT**

By signing below, I acknowledge that I have received a copy of the Village of Melrose Park Employee Handbook and understand that it is my responsibility to read and become familiar with its contents. I further understand that it is my responsibility to ask questions of my immediate supervisor/manager or the Human Resources Department if I do not understand any of the

information contained in the Handbook and that I am required to abide by and observe all of the information and rules, policies, and procedures explained therein.

I acknowledge that nothing in the Handbook constitutes a contract or promise of employment and that unless I am covered by a collective bargaining agreement or have a written employment contract with the Village providing otherwise, my employment at the Village of Melrose Park is at will, which means that the employment relationship can be terminated at any time by me or the Village for any reason with or without cause or notice.

I agree to abide by and observe all of the information and rules, policies, and procedures set forth in the Handbook. I understand that the Village's rules, policies, and procedures may be changed from time to time, with or without notice, and that this Handbook supersedes and replaces any and all prior Handbooks.

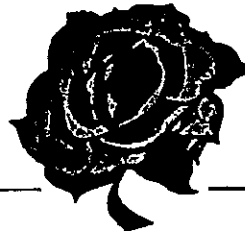
Print Name

Signature

Date Signed

Ronald M. Serpico
MAYOR

Barbara Jasinski
CLERK



Village of Melrose Park

- TRUSTEES -

Cathy Cossident Italia
Carlotta "Lollie" Ariola

Fred Lamb
Joe McMillan

John Conteduca
Ruben Lomeli

August 1, 1999

On behalf of our residents, I want to say thank you for choosing a career as a Melrose Park Village employee.

You hold in your hands the first personnel manual in Melrose Park's history to be distributed to every village employee. A professional personnel consulting firm working many months with Melrose Park elected officials, department heads and village employees developed the guidelines and pertinent information on the following pages. Please take a few moments to read this manual and familiarize yourself with our Village policies, programs and benefits.

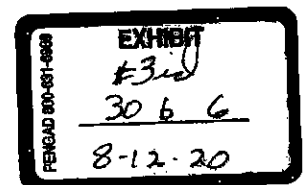
I strongly believe an informed village employee who knows what is expected of him and her and what he or she can expect in return ensures better morale, a friendlier workplace, and a fairer approach to management -- employee relations.

Together, we have made great strides in making Melrose Park a Village people want to move into and not from. However, there is much more work to be done.

Once again, I am glad you have chosen to be part of the Melrose Park team who is making surrounding municipalities sit up and take notice of the excellent and innovative work being done here.

Sincerely,

Ronald M. Serpico
Mayor



**VILLAGE OF MELROSE PARK
EMPLOYEE MANUAL**

August 1, 1999

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**VILLAGE OF MELROSE PARK
EMPLOYEE MANUAL**

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The Village of Melrose Park

100:2

INTRODUCTION

Welcome to the Village of Melrose Park. It is with pleasure that the Village of Melrose Park presents this Employee Manual to its employees. The primary purpose of this Manual is to introduce new employees to the work rules, policies, procedures and benefit plans covering Melrose Park Village employees. In addition, it is intended to serve as a reference for employees currently employed.

All Village of Melrose Park employees are employed on an at-will basis, which means either the employer or the employee may at any time terminate employment for any or no reason, with or without cause.

This employee manual is not intended to create a contract of employment between the Village of Melrose Park and any employee of the Village and in no way shall be construed as creating such a contract.

The purpose of the Village of Melrose Park Employee Manual is to convey to employees the personnel procedures pertaining to their employment. As changes occur in Village policies and/or procedures, this handbook will be amended accordingly, notification will be posted, and updated sections will be provided periodically to employees.

In cases where an employee is covered by a collective bargaining agreement (contract), and/or is subject to the Rules of the Board of Fire and Police Commissioners (Rules) and a conflict exists between the applicable provisions of the contract or the Rules and the Manual, the contract or the Rule will prevail. If the Contract or the Rules are silent on a particular subject covered by the Manual, the Personnel Manual shall prevail. The Manual does not supersede State or Federal law covering matters of employment.

Since there may be some subjects that have not been anticipated, we ask that any unanswered questions be brought to the attention of your supervisor or manager and/or to Human Resources.

The Employee Handbook is considered Village property and can be recalled at any time for changes to be made. We suggest that you keep the handbook in a safe and convenient place for accessibility.

The Village of Melrose Park

100:3

EQUAL EMPLOYMENT OPPORTUNITY

The Village of Melrose Park is an Equal Opportunity Employer. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Village will be based on job-related qualifications: ability, skills, performance, and other business considerations. The Village of Melrose Park does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by federal, state, or local law.

The Village of Melrose Park will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including job selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Responsibility for providing equal opportunity exists with the Village of Melrose Park management and employees of the Village. Human Resources will have the ultimate responsibility for the on-going implementation of an Equal Opportunity policy for all employees and applicants of the Village.

Any employee with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor or to Human Resources. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

The Village of Melrose Park

100:4

SEXUAL AND OTHER UNLAWFUL HARASSMENT

The Village of Melrose Park is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated. As an example, sexual harassment (both overt and subtle) is a form of employee misconduct that is demeaning to another person, undermines the integrity of the employment relationship, and is strictly prohibited.

The Village of Melrose Park will not tolerate any form of sexual harassment. Sexual harassment includes but is not limited to unwelcome sexual advances, verbal or physical conduct of a sexual nature, visual forms of a sexual nature (i.e. signs, posters, pictures, etc.) or requests for sexual favors. Because the Village of Melrose Park's strong disapproval of offensive or inappropriate sexual behavior, all personnel must avoid any action or conduct that could be viewed as harassing conduct, including unwelcome sexual advances, requests for sexual acts or favors, and other verbal or physical conduct of a harassing nature.

Any employee who wants to report an incident of sexual or other unlawful harassment should promptly report the matter to his or her supervisor. If the supervisor is unavailable or the employee believes it would be inappropriate to contact that person, the employee should immediately contact the Human Resources Department or any other member of the management. Employees can raise concerns and make reports without fear of reprisal.

Any supervisor or manager who becomes aware of possible sexual or other unlawful harassment should promptly advise the Human Resources Department or any other member of management who will handle the matter in a timely and confidential manner. All complaints will be promptly investigated. All personnel should be aware that the privacy of the complaining employee and of the person accused of harassment will be kept confidential to the extent possible under the circumstances.

Anyone engaging in sexual or other unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

The Village of Melrose Park

100:5

"OPEN DOOR" COMMUNICATION POLICY

Free and open communications between personnel at all organizational levels within the Village of Melrose Park is in the best interest of both the Village and the individual employee. Village policy in regard to communications from employees is referred to as the "OPEN DOOR" since the underlying principle is for all employees to be able to express their matters of concern at any time.

Despite constant and sincere effort to maintain good working relationships, occasional misunderstandings and other reasons for dissatisfaction or complaint may arise in the Village, just as in a group of people working together. Therefore, so those problems can be resolved promptly and in the fairest manner, you are encouraged to follow the steps below:

1. In general, the discussion of problems or complaints should start with your immediate supervisor. In most instances, problems or complaints will be resolved at this level.
2. If your immediate supervisor cannot resolve a problem or complaint, you are encouraged to arrange to meet with the next level of supervision. This step may be taken if for some reason you are unwilling to discuss your problem or complaint with your immediate supervisor.
3. If a problem or complaint cannot be resolved within your department or if you feel the circumstances warrant, you may seek assistance and guidance from the Human Resources Department.

Please be assured that there is a strong commitment from management that reprisal or pressure should not result from communicating your problems or complaints.

SUGGESTIONS

Ideas, improvements and constructive suggestions presented to management by an employee are welcomed at any time. Should a suggestion prove worthy, it will be utilized based on the Village's sole and exclusive discretion. The suggestion will be noted in the employee file.

ALCOHOL AND SUBSTANCE ABUSE POLICY

The Village of Melrose Park recognizes that drug and alcohol abuse are pervasive in our society. The Village further recognizes that the workplace is not exempt from the use or abuse of such substances.

The use and misuse of alcohol and drugs by the Village of Melrose Park's employees is contrary to a drug free workplace. The use of these substances increases the potential for accidents, absenteeism, substandard performance, turnover, misconduct, poor employee morale, damage to property, injury to the public and/or other employees, or degradation of trust in the Village to efficiently service its citizens. All employees shall be subject to random drug and alcohol testing pursuant to procedures set forth below. Therefore, the following Alcohol and Substance Abuse Policy is adopted, effective August 1, 1999.

All employees of the Village of Melrose Park shall be governed by the principles of a drug-free workforce and workplace, and employees:

- shall not be under the influence of alcohol, illegal drugs or other dangerous substances while performing their assigned duties or while "on call" for duty;
- shall not use, distribute, sell, or possess illegal drugs;
- shall not use alcohol or other dangerous substances during working hours, during breaks or meal periods, when scheduled to return to work or when subject to being called to work;
- shall not possess, store or transport alcohol or illegal drugs while on Village premises, at Village work locations or in Village vehicles or equipment;
- shall not sell, distribute, dispense or transfer alcohol, illegal drugs or prescription drugs and medications to any other employee or to any person while on duty or acting in an official capacity.

All employees are governed by these requirements and should be aware that violations will result in disciplinary action, up to and including termination.

Definitions:

- **Drug:** A drug is any non-prescribed controlled substance that the employee is not authorized to possess or consume by law. This also includes the improper use of prescription drugs. Only the person for whom a prescription drug is issued can bring that medication on Village premises. Employees must use prescription drugs only in the manner, combination and quantity prescribed.
- **Alcohol:** Includes any distilled spirits, wine, malt beverages or other intoxicating liquors.

100:7

- **Drug/Alcohol Test:** Any chemical, biological or physical instrumental analysis administered for the purpose of determining the presence or absence of alcohol or a drug or its metabolites.
- **Reasonable Suspicion:** Reasonable suspicion shall be defined as a belief based on specific facts and reasonable inferences that the employee is under the influence of drugs or alcohol, is using drugs or alcohol, or is in the possession of or selling drugs and alcohol. Circumstances which may constitute a basis for determining reasonable suspicion may include, but are not limited to:
 - A pattern of abnormal or erratic behavior.
 - A noticeable change in work performance.
 - Direct observation of drug or alcohol use.
 - Presence of physical symptoms of drug or alcohol use (glassy or blood shot eyes, slurred speech, poor coordination or the odor of an alcoholic beverage on/or about the person or breath of the employee).
 - A work-related accident caused by the employee which, when in conjunction with any of the items listed above, results in any personal injury to the employee or others or damage to Village property.
- **Employee:** Any individual hired by the Village to work for wages or salary, excluding any and all independent contractors.
- **Driver:** Any employee who operates a Village vehicle. This includes, but is not limited to: full-time, regularly employed drivers, casual, intermittent or occasional drivers, leased drivers and independent, owner-operator contractors who are either directly employed by or under lease to the Village or who operate a vehicle at the direction of or with the consent of the Village.
- **Safety Sensitive Position:** Police and Fire department personnel, both civilian and sworn.
- **Conviction:** A finding of guilt, including a plea of nolo contendere, or imposition of sentence, or both, by any judicial body charged with determining violations of the Federal or State criminal drug statutes.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) of the Village of Melrose Park is available to employees who desire to seek help for an alcohol, drug, or substance abuse problem. Contact with the EAP can be made directly or through Human Resources.

VOLUNTARY REFERRAL

An employee may desire to come forward on a self-initiated basis to seek help for an alcohol or drug abuse problem and to voluntarily resolve that problem. Employees are encouraged to do so before they are found in violation of this policy.

Any employee voluntarily seeking assistance for a problem involving illegal drug use or alcohol may avail themselves of this help once during the employee's tenure with the Village.

The employee will not be subject to disciplinary action for voluntarily coming forward for help. However, an employee will not escape discipline by requesting such assistance after being requested to take an alcohol and/or drug test violating Village policies and rules of conduct. Voluntary requests for help will be kept confidential.

POSITIVE REFERRAL

Any positive drug/alcohol test shall cause the employee to be referred to the Village's Employee Assistance Program (EAP) for substance abuse treatment evaluation. The employee must comply with all EAP recommendations and sign a release of information allowing the EAP to disclose to the Village such compliance. The EAP may recommend the employee return-to-work after the employee provides a negative drug screen and the EAP is satisfied with compliance with recommendation.

OTHER TESTING CONDITIONS

Anyone in a supervisory position shall have the right to require any employee under their supervision to submit to drug or alcohol testing when reasonable suspicion exists that the employee is in violation of any of the provisions as set forth in this directive. The supervisory person will provide written notice to the employee of the order to submit to drug or alcohol testing and make arrangements for transportation to the testing facility. The order will be signed by the supervisory person requiring the test as well as Human Resources and will further state the specific facts and the inferences leading to the reasonable suspicion to order such a test. The employee shall complete the test within one (1) hour of issuance of the order.

100:9

Any employee may be required to submit to drug or alcohol testing as a condition of the promotional process, initial employment, or during a change in job assignment without the requirement of reasonable suspicion.

The Village will require post-accident drug and breath alcohol testing for any employee involved in any accident with a Village vehicle. The test must be conducted within 2 –4 hours after the accident.

RANDOM TESTING

All employees as defined in this policy will be included as a part of a group from which will be randomly selected by a third party computer for substance abuse testing. Random testing will occur quarterly, with approximately 20% of the employees tested.

DISCIPLINE

Positive Test Results

Where the employee tests positive on both the initial and confirmatory tests for drugs or alcohol, the employee shall be subject to disciplinary action which can lead to discharge. However, when the employee is taking prescription medication in conformity with the lawful direction of the prescribing physician or a non-prescription medication in conformity with the manufacturer's specified dosage and the employee has notified the Village of the use of the prescription or non-prescription medication before any laboratory test is performed, a positive test consistent with the ingredients of such medication shall not constitute cause for discipline. (The Village will require an employee to provide evidence that any prescription medication has been lawfully prescribed by a physician, as well as information from the physician on any potential side effects.)

Any positive drug/alcohol test shall cause the employee to be immediately removed from driving or any other safety-sensitive function. Any positive drug/alcohol test shall cause the employee to be referred to the Village's Employee Assistance Program (EAP) for substance abuse treatment evaluation. Any subsequent positive tests will result in immediate termination.

REFUSAL TO PROVIDE A BLOOD, BREATH OR URINE SPECIMEN

An employee's refusal to provide a urine, breath or blood specimen for laboratory testing when requested by the Village shall constitute cause for disciplinary action. If an employee is physically unable to provide a urine specimen, the Village may request a blood specimen for laboratory testing.

100:10

TAMPERING WITH OR SUBSTITUTION OF A SPECIMEN

Intentionally tampering with, causing another person to tamper with, diluting, substituting for, or causing another person to substitute for a urine and/or blood specimen, whether the employee's own specimen or another employee's specimen, shall constitute cause for termination of any employee who engages in such activity.

DRUG-RELATED FELONY OR MISDEMEANOR CONVICTION

The conviction of an employee for any felony or misdemeanor involving the illegal possession, sale, use or distribution of a drug shall constitute cause for disciplinary action which can lead to discharge, whether or not such felony occurred on or off duty. Such convictions must be reported to the Human Resource Department within five (5) working days. In deciding appropriate action, the Village will consider the nature of the charges, the sentence, the employee's job assignment, the employee's record with the Village, any adverse impact of the employee's conviction on the public trust in the ability of the Village to carry out its responsibility, and any other relevant factors.

TEST RESULTS

Test results will be reviewed to determine whether there is any indication of a controlled substance or alcohol abuse. If there is any evidence of a positive result, the employee will be given an opportunity to discuss the results and provide documentation of legally prescribed medication. The results will be maintained in a secure location with controlled access by the designated Human Resources Representative. The results will not be released to any unauthorized party without written consent by the employee.

**EMPLOYEE ASSISTANCE PROGRAM
STATEMENT OF POLICY**

The Village of Melrose Park recognizes that a wide range of illnesses and problems can have an effect on an employee's health, well-being and job performance. These illnesses and problems may include alcoholism, drug dependence, emotional or psychiatric illnesses, marital and/or family discord, stress disorders, legal difficulties and/or financial problems.

The Village of Melrose Park believes that it is in the best interest of the employee, the employee's family, and the Village of Melrose Park to provide an Employee Assistance Program (EAP) to help with such illnesses and problems by providing confidential and professional assessment, short-term counseling, and/or referral services. It is the policy of the Village of Melrose, therefore, to handle such problems within the following framework:

1. The Village recognizes that human problems can be successfully treated if identified in the early stages and referral is made to appropriate resources. This applies whether the problem is a physical illness, mental or emotional illness, financial problems, marital or family distress, alcoholism, drug abuse, stress, legal problem, or other concern.
2. Employees who have a problem are encouraged to voluntarily seek assistance on a confidential basis by directly calling EAP staff at 1-800-456-6327. Family and/or fellow workers may also suggest an employee contact the EAP.
3. When an employee's job performance or attendance is unsatisfactory and the employee is unwilling to correct the situation either alone or with normal supervisory assistance, this is an indication that there may be some cause outside the realm of his or her job responsibilities which is the basis of his or her problem.
4. If illness or personal problems are the cause of unsatisfactory job performance, both the employee and management will have access to the EAP's professional services which are designed to help resolve such problems in an effective and confidential manner.
5. Employee' unsatisfactory job performance will be handled according to established progressive disciplinary procedures. The implementation of EAP will not require or result in any special regulations, privileges or exemptions from the standard administrative practice applicable to job performance requirements.

6. If any employee's job performance continues to suffer despite usual supervisory intervention, the supervisor/manager is expected to recommend the person seek professional assistance from EAP staff. An employee may choose to accept or refuse the recommendation for EAP assessment; similarly EAP recommendations for treatment may be accepted or rejected. Employees may not be disciplined solely for non-compliance with recommendations made for or by the EAP. Continued poor work performance will be handled through customary progressive disciplinary procedures.
7. If a referral for treatment is made and accepted, such treatment may be covered according to the healthcare insurance program chosen by the employee. Any necessary time off from work would be handled according to existing policies.
8. Employees are assured that their continued employment and opportunities for promotion will not be jeopardized by utilizing this employee service.
9. All EAP records and discussions will remain confidential between the employee and the EAP staff unless the employee authorizes disclosure, or as otherwise required by law. EAP records will not be included as a part of the employee's personnel file. EAP records are owned by Perspectives, Ltd.
10. Since employee work performance can be affected by the problems of an employee's spouse or other dependents, the program is available to the dependent family members of employees as well.
11. Because crisis situations may occur during non-working hours, a 24-hour seven-days-a-week crisis telephone number is available for employees and their families. The number is 1-800-456-6327.

EMPLOYMENT

The Village of Melrose Park is an equal opportunity employer and selects a qualified individual for the job based upon job-related criteria or ability to fulfill job description/specification regardless of race, color, creed, gender, national origin, age, disability, marital status or any other protected status under Federal, State and Local law. All hired employees must be either a U.S. citizen or authorized to work in the United States.

Job Postings

The Village of Melrose Park provides employees an opportunity to indicate their interest in open positions and advance within the Village according to their job skills and experience. In general, notices of all regular, full-time and part-time positions are posted, although the Village reserves its discretionary right to not post a particular opening. Job postings will be posted on the employee bulletin board and will include the date of the posting, job title, department, job summary, essential duties, and qualifications (required skills and abilities).

To be eligible for an open position, employees must have performed satisfactorily and have completed the initial orientation period. Employees who have a written warning on file or are on suspension or probation are not eligible to apply for posted positions. Eligible employees can only apply for those posted jobs for which they possess the required skills and qualifications.

To apply for an open position, employees should submit an internal job application to Human Resources listing job-related skills and accomplishments including their current experience with the Village of Melrose Park.

Applications

The Village will only accept applications for employment when specific positions are available. All such applications shall be retained by Human Resources and shall be considered for employment for a period of one (1) year.

Prospective employees must complete and sign an application in order to be considered for an open position. The Village relies upon the accuracy of information contained in the employment application, as well as accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the Village of Melrose Park's exclusion of the individual from further consideration, or if the person has been hired, termination of employment.

Employment

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Immigration & Reform Act

Documents that prove both identity and authorization to work must be provided to the Village within the first three (3) days of employment. All employees not able to establish identity and authorization to work will not be able to work until accepted documents are presented to the Village. It will be the responsibility of the employee presenting documents with the expiration dates to provide current documents upon its expiration. All changes in status must also be reported to a supervisor/manager.

Background Check

All job candidates will be subject to a background check to verify information obtained on the application and throughout the hiring process. Information that is job-related may include but is not limited to, employment, education, social security number, and references. All information received will be kept confidential. Hiring managers will be notified of any information, which adversely impacts the hiring of an applicant.

Initial Orientation Period

New employees will attend a new employee orientation session in Human Resources on or near the first day of employment. The primary purpose of this orientation is to acquaint new employees with the Village's benefits, policies and procedures. The new employee will meet with Human Resources to complete all necessary forms for payroll, personnel records, and insurance coverage.

Upon completion of the orientation session, the supervisor will begin training the employee. The training will include the working hours, breaks, and lunch, a tour of the facilities, and safety requirements. Questions directed to a supervisor are encouraged and welcomed.

All new employees must complete a orientation period of ninety (90) days. This is intended as a period of learning adjustment and an opportunity for the Village to evaluate the new employee's suitability. This is not a guarantee of ninety (90) days employment. As always, employment may be terminated by either party at any time and for any reason during this period.

During this orientation period, the new employee is expected to meet or exceed the established performance standards for new employees in that position and to learn and observe standard procedures and work rules. The end of an orientation period does not in any way restrict the Village's authority to discharge, discipline or transfer the employee.

ATTENDANCE

Regular attendance is the employee's personal responsibility. An unsatisfactory attendance record may affect an employee's advancement, merit increases, and continuance on the job. Conduct, as such but not limited to that described below, will lead to disciplinary action, up to and including termination.

An absent employee has the responsibility to personally contact his manager/supervisor within thirty (30) minutes after the start of a scheduled workday. Those employees holding positions which require a backup worker must contact their supervisor/manager at least two (2) hours before the start of a shift. If the call is not received within that period of time, it will be considered a "no call". The employee must call the supervisor/manager promptly on the first day of absence and every day thereafter unless the supervisor/manager instructs the employee otherwise. Should the immediate supervisor/manager be unavailable, an employee is to speak with Human Resources. At no time should voice mail be used to report any absences.

Attendance should be tracked and recorded on an occurrence basis. An occurrence is defined as any period of time in which an employee is not present on a scheduled workday. Absence from work for one or more consecutive days for the same reason is to be considered one occurrence. Absence (other than for approved leaves such as jury duty, military duty, or FMLA) is the failure to report for work or failure to remain at work as scheduled. An employee who fails to call in for three (3) consecutive days to report an absence shall be considered to have voluntarily terminated employment with the Village.

All sworn personnel of the Police or Fire Departments are regulated by and must be in compliance with the policies of the Board of Police and Fire Commissioners. Rules of conduct, disciplinary matters and procedures, and the promulgated Rules and Regulations of the Melrose Park Police and Fire Departments shall be as stated in the Commission Policies and Departmental Rules and Regulations.

Hourly Employees

All hourly employees must be at their workstation at the start of their shift and after break and lunch periods. Lunch and break periods are determined by the supervisor/manager. Each hourly employee is allowed a one-half (1/2) hour lunch period and two (2) fifteen (15)-minute paid break periods when working an eight (8) hour shift.

Salaried Employees

The normal workweek is five eight (8)-hour days, Monday through Friday. Department supervisor/managers may schedule additional time when necessary to meet Village needs.

Employment

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Promotions and Transfers

Job vacancies may be posted on bulletin boards located throughout the building at the Village's discretion. Village policy is to promote and train from within, whenever practical. Promotion or transfer from one position to another shall be based on such job-related factors as ability, job performance, attendance, education, and the needs of the Village.

As business and staffing needs require, employees may be asked to accept a permanent or temporary transfer to another position. Employees may also apply for a transfer or promotion to a vacant position to their supervisor/manager by completing an internal job application. Employees must indicate the specific position in which they are interested.

When moved into the new position, the employee shall serve the customary ninety (90)-day orientation period during which he may receive assistance in learning the new job. When transferred to a comparable position, the employee will continue to receive the same rate of pay. If he is transferred to a job that has a pay rate higher than that of the original position, the employee's rate of pay may be adjusted to the appropriate rate for the new position upon satisfactory completion of the specified orientation period. If the transferred/promoted employee proves incapable of holding the new position upon completion of the orientation period, he may be reinstated to the former job without prejudice or loss of any rights or privileges (if that original position or its equivalent is available).

No employee will be permitted to bid for a promotion to a new position until he has completed the initial ninety (90)-day orientation period. This requirement permits an employee to become somewhat skilled and knowledgeable in one area before taking on additional responsibilities and also reduces the disruption within departments that may be caused by excessive reassignment of employees.

Performance Evaluation

The Village of Melrose Park recognizes the need to communicate, measure and reward performance. Supervisors are strongly encouraged to discuss job performance and goals on an informal day-to-day basis. The Village strives to conduct a performance evaluation after the ninety (90)-day orientation period. This evaluation allows the supervisor and the employee to discuss the responsibilities and performance requirements of the new position.

Additional performance evaluations are conducted to provide both supervisors and employees the opportunity to discuss job tasks, identify areas for development, encourage and recognize strengths and discuss positive, purposeful approaches for meeting goals. Performance evaluations are scheduled approximately every twelve (12) months, coinciding generally with the anniversary of the employee's original date of hire.

Disciplinary Action

Disciplinary action is applicable and appropriate for most of the situations a manager faces on a regular basis. However, in some cases involving serious misconduct or breach of duty such disciplinary action would not be warranted. The appropriate level of action may be a final warning, suspension, or, in some cases, termination of employment. Cases of serious misconduct should be carefully investigated prior to any termination or suspension.

The Village's corrective action process normally includes three (3) steps. However, the Village reserves the right to make decisions based on an individual case-by-case basis.

1. **Verbal Warning**
2. **Written Warning:** If the employee does not satisfy expectations after receiving the verbal warning, then the employee may receive a written warning in which the manager/supervisor will specify his expectations and a given time-frame in which the employee must make improvements of change.
3. **Final Written Warning:** If the employee still fails to satisfy expectations after receiving a written warning, the employee may receive a final warning or may be terminated.

If an employee's performance or conduct improves sufficiently to be removed from the written warning, the employee will be advised that occurrence of the performance deficiency of unacceptable conduct within a six (6) month period will result in the employee again being placed on final written warning. Any employee under final or written warning does not qualify for promotion or transfer to another position, nor does the employee qualify for a merit increase. All documentation regarding the disciplinary action will be placed in the employee's personnel file.

Termination

Termination of employment is an inevitable part of personnel activity within any organization, and many of the reasons for termination are routine. Below are some of the most common circumstances under which employment is terminated:

- **Resignation** – voluntary termination initiated by the employee
- **Discharge** – involuntary employment termination initiated by the Village
- **Layoff** – involuntary employment termination initiated by the Village for nondisciplinary reasons

Since employment with the Village of Melrose Park is based on mutual consent, both the employee and the Village have the right to terminate employment at will, with or without cause, at any time. Employees should be aware that no representative of management has the authority to make any verbal or written statement creating an employment contract. Nothing contained herein shall be construed to constitute a contract of employment, either expressed or implied, nor shall anything contained here be construed to modify the employment-at-will relationship between the Village and its employees.

Employment

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Abandonment of Position: Failure of an employee to notify the supervisor/manager of an absence for a period of three (3) consecutive days will be considered a voluntary quit.

Exit Interview

Human Resources may schedule an exit interview at the time of employment termination. The exit interview gives the employee the opportunity to discuss his views concerning the resignation, continuation of benefits, and to identify areas within the Village where policies and benefits may be improved.

Return of Village Property

After receiving the resignation notice, the supervisor/manager will require the return of all Village property such as keys, manuals, equipment, identification cards, etc. on the last day of employment.

The Village of Melrose Park

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BENEFITS

Disclosure of Benefits

The Village of Melrose Park provides its employees with major medical insurance, dental and optical insurance, life insurance, short and long-term disability as well as a pension plan attributable to one's employment. To protect the interests of all plan participants and beneficiaries in such benefits, the Village provides full disclosure with respect to the operation and administration of all employee benefit plans.

For specific questions regarding eligibility and further clarification of any of these benefits programs, refer to the plan documents.

Medical Insurance

All full-time employees (a person scheduled to work 40 hours per week and who is on the permanent payroll) and retirees are eligible to participate in the Village of Melrose Park's insurance policy, currently through BlueCross BlueShield of Illinois. The Village offers both PPO and HMO plans. Medicare eligible retirees must have Medicare as their primary insurance and the Village plan as secondary. An employee is eligible the first of the month following thirty (30) days of employment.

The health insurance plan is provided at no cost to the employee or their dependents.

Comprehensive Major Medical coverage is available to eligible employees of the Village of Melrose Park. This plan provides for usual and customary hospital and surgical coverage as well as extended outpatient medical expense. This plan provides for usual and customary hospital and surgical coverage as well as extended outpatient medical expense. The plan additionally includes a prescription plan co-payment of \$15.00 per brand name prescription for PPO and \$10.00 for HMO, with generic prescription co-payment of \$10.00 for PPO and \$5.00 for HMO.

Refer to the plan document for more information regarding benefits including annual deductible, co-payment schedules, pre-certification requirements, and maximum out-of-pocket expenses.

Medical Benefits Continuation

The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under the Village's health plan when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, or death of an employee, a reduction in an employee's hours, an employee's divorce or legal separation and a dependent child no longer meeting eligibility requirements.

Benefits

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Under COBRA, the employee or beneficiary pays the full cost of coverage at the Village of Melrose Park's group rate plus an administrative fee. The Village provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under the health plan. The notice contains important information about the employee's rights and obligations.

Disability Insurance

Employees enrolled in the Illinois Municipal Retirement Fund (IMRF) are also eligible for IMRF temporary and total and permanent disability benefits as described in the plan information available through the Village's Human Resources Department.

Accidental Death and Disbursement

The IMRF plan provides eligible employees a life insurance benefit. Refer to the plan document for more information regarding eligibility and coverage afforded by this employee benefit.

For more information regarding these individual insurance programs, please refer to the plan document received at the time of application for insurance. Any questions should be directed to Human Resources.

ILLINOIS MUNICIPAL RETIREMENT FUND (IMRF)

The Village of Melrose Park's pension plan is governed by the Illinois Municipal Retirement Fund (IMRF). Employees contribute four and a half percent (4-1/2%) of their salary, three and three-quarter percent (3-3/4%) for their pension and three-quarter percent (3/4%) for a surviving spouse pension. Contributions are tax deferred. Employer contributions, which make up most of the pension costs for the members who reach retirement, are not credited to the employee's account.

For more information regarding eligibility and enrollment periods, please consult the Illinois Municipal Retirement Fund Summary Plan Description available in your Human Resources office.

Retiree Medical Benefits

Employees hired after August 1, 1999 will be eligible to retire with full medical benefits when the employee's age plus their consecutive years of service with the Village of Melrose Park equals or exceeds seventy-five (75). Medicare eligible retirees will be entitled to Medicare supplemental- benefits only, which excludes dental and optical benefits.

REQUIRED BENEFITS

The Village of Melrose Park operates under the provisions of the Workers' Compensation Act which provides for medical expenses and partial salary compensation for claims incurred while the employee is actively at work.

The salary compensation is equal to two-thirds (2/3) of the gross average weekly salary subject to certain legal guidelines, maximums, and minimums. These benefits are not paid for the first three (3) working days off work following the accident unless the disability extends to fourteen (14) or more calendar days.

In addition, the employee will receive compensation for all reasonable and necessary medical care including doctors, hospitals, and emergency treatment for first aid.

Employees who are injured during working hours at the Village must **immediately** report the accident to their supervisor/manager and obtain the appropriate medical care if necessary. It is important that an official report of the accident be initiated, even if the injury does not seem to warrant medical attention at the time. Copies of Illness/Injury Reports can be obtained from your supervisor/manager.

An injured employee must immediately secure a letter from a physician stating any inability to perform normal duties including beginning and ending dates of any/all restrictions. The employee must continue to provide documentation from the attending physician pertaining to his progress. Failure to report an injury immediately is considered a violation of the Village's work rules. In all cases, the Village reserves the right to have the employee see a physician of the Village's choice to determine the continuation of benefits.

SOCIAL SECURITY

All employees are covered by Social Security. Under the provisions of the Federal Old Age Benefits Act, Both the employer and the employee are taxed on an equal percentage basis to provide an employee with Social Security benefits at retirement or in the event of total disability as determined by the Social Security Administration.

VACATIONS

Vacation time is earned based on regular hours worked. Vacation will not accrue while an employee is on Family and Medical Leave of Absence, military leave of absence, or short-term disability.

The following schedule for vacation time will be applicable for regular full-time employees. Part-time employees are not eligible for vacation days.

- Employees hired between January 1st through June 30th will earn five (5) vacation days to be taken in the last six (6) months of the current year. As of January 1st, the employee will be eligible for ten (10) days vacation.
- Employees hired between July 1st and December 31st will earn five (5) vacation days to be taken the following year.
- Employees with more than one (1) year of full-time service through four (4) years of service will receive ten (10) days of vacation as of January 1st.
- Employees with more than five (5) years of full-time service through ten (10) years of service will receive fifteen (15) days of vacation as of January 1st.
- Employees with more than ten (10) years of full-time service through twenty (20) years of service will receive twenty (20) days of vacation as of January 1st.

Use of Vacation

It is mandatory for an employee to receive the written approval of his/her supervisor/manager before taking a vacation. Vacations longer than two (2) weeks can be arranged, however this must be requested and approved several months in advance. Vacation time may be denied at certain periods due to workload and the number of employees requesting same vacation days. **Unused vacation time will not be carried over to subsequent years.**

Unused and accrued vacation time will be paid when an employee terminates employment with the Village. Vacation pay will be paid in the pay period subsequent to the last day of employment.

Vacation will not be granted via phone when calling in to report absence.

HOLIDAYS

Full time employees will be entitled to the following paid holidays after sixty (60) continuous days of full-time employment:

- New Year's Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve (1/2 day, Noon – 5:00PM)
- Christmas Day
- New Year's Eve (1/2 day, Noon – 5:00PM)
- Employee's Personal Birthday

When a holiday falls on a Saturday, the Friday preceding will generally be recognized as the holiday. A holiday falling on Sunday will generally be celebrated on the Monday following.

To be paid for a holiday, an employee **must be at work** on the workday before and after the holiday. If a vacation day was scheduled before and/or after the holiday, he will be paid for that holiday. Should he be absent, or did not work an eight (8) hour shift for any other reason on either of those two (2) days, he will be required to submit an acceptable written reason for the absence to his supervisor/manager for approval. Failure to provide such evidence will result in loss of pay for the holiday.

A paid holiday occurring during an employee's scheduled vacation will not be considered a vacation .

Full-time, regular non-exempt employees are paid for one (1), eight (8) hour day per holiday.

Subject to management approval, non-exempt employees required to work on a holiday because of the nature of their duties will be paid at the **regular** hourly rate of pay for all hours required to be worked on the holiday. In addition, the employee will receive a floating holiday to be used at a later date.

The Village recognizes that some employees may wish to observe, as periods of worship or commemoration, certain days not included in the Village's holiday schedule. Accordingly, such an employee may do so, upon giving prior notice to his manager and provided that such absence does not result in undue hardship in the conduct of Village business. In doing so, employees may use accrued days of paid sick days or vacation.

SICK DAYS

Sick days are granted specifically for illness or to allow an employee to conduct personal business, such as doctor's appointments, house closings, non-covered funerals, and children's illnesses; to observe any recognized but unscheduled religious holiday(s) of the employee's faith if such observance reasonably requires such leave. Sick days will not accrue while an employee is on Family and Medical Leave of Absence, military leave of absence or short-term disability.

A total of six (6) sick days per calendar year are allowed for each employee who has been working with the Village for more than one (1) year. New employees can accrue sick days (based upon one-half day per month for a total of six (6) per year) but are not eligible to take a sick day until after the completion of the third month of employment as of the first of the following month. Sick days can be taken only to the extent that they are accrued. Additional time required must either be taken without pay or vacation days may be used. In the event all sick and vacation days have been used, the employees will take any additional days without pay. In the event of extended illness, the employee may apply for short-term disability.

Accrued sick days may be carried over to subsequent years. No more than 30 sick days can be accumulated at any time. Sick days will not be paid upon termination of employment.

Procedures to be followed for any unscheduled absence:

The employee must call the supervisor promptly on the first day of illness and every day thereafter unless the supervisor instructs the employee otherwise. In cases of extended illness lasting three or more consecutive days, a doctor's authorization stating the number of days the employee is to remain off work must be submitted to Human Resources, and the employee will be given an "OK To Return to Work" form from their Department head. Failure to present a physician's statement will result in loss of pay for the day(s) in question.

All calls should be placed to the supervisor/manager at least two (2) hours before the start of a shift. If the call is not received within that period of time, it may be considered a "no call". Three (3) consecutive days of failure to call or appear at work will be considered a voluntary quit.

Should the immediate supervisor/manager be unavailable, an employee is to speak with the department assistant or another supervisor/manager or to Human Resources. The voice mail system must never be used to report an absence.

FAMILY AND MEDICAL LEAVE OF ABSENCE

Employees eligible for FMLA are those who have worked for the Village for at least one year and for 1,250 hours over the previous twelve (12) months. Those covered under the FMLA are entitled to up to twelve (12) weeks of unpaid leave during a rolling twelve (12) month period because of the employee's own serious health condition that renders the employee unable to perform his job, or in order for the employee to care for a newborn child, newly-adopted child, or child placed for foster care or to care for a parent (not parent-in-law), spouse, or child (who is under 18 years of age or incapable of self care due to a disability).

An eligible employee must direct his or her request for FMLA leave to Human Resources and will be required to complete a "Request for Family/Medical Leave" form at that time. If the need for leave is foreseeable, the employee must provide the Village with at least thirty (30) calendar days advance notice prior to the expected start of the leave. If thirty (30) days advance written notice is not possible, the employee must provide the Village with as much advance written notice as possible, ordinarily within one or two business days of when the need for leave becomes known to the employee. If required notice is not provided, the Village may delay the start of the leave to the extent of any required notice period.

The employee is required to provide physician certification that a serious medical condition exists, either in the case of the employee or the employee's family member. The Village has the right to deny leave until the medical certification is provided. In the event of the employee's serious health condition, he must use all accrued personal days. If the employee has no such days accrued, he may elect to use accrued vacation days or go unpaid. In the event of a family member's serious health condition, the employee may elect to use accrued vacation days, personal days, or go unpaid. Intermittent or reduced leave (short work days or work weeks) is allowed if medically necessary to care for a seriously ill parent, spouse or child, or for the employee's own illness.

When an employee takes a leave under FMLA, all insurance benefits will remain in force so long as the employee pays the employee's portion for coverage. Arrangements for payment are to be made through Human Resources if the employee desires this coverage to remain in force. Failure of the employee to remit the amount due within the current month will result in cancellation of this coverage. Should the employee fail to return to active employment following the twelve (12) weeks, all insurance will terminate unless the employee notifies the employer that his serious medical condition continues, he has been approved for unpaid personal leave, or he has opted for continuation of benefits under COBRA.

Sick days or vacation days will not accrue during this period of absence but will resume upon the employee's return to work on a regular basis.

Benefits

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FMLA (cont.)

An employee returning from family or medical leave under FMLA will be reinstated to his own position, or an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. In the case of medical leave for an employee's own serious illness, medical certification stating the employee is able to return to work must be provided. Failure of an employee to return upon doctor's release may result in employment termination.

PERSONAL LEAVE OF ABSENCE

A personal leave of absence is defined as an unpaid absence from work for reasons other than personal illness or disability. The employee must have been employed by the Village full-time for one year to be eligible for a personal leave.

Requests for personal leave must be made in writing as far in advance as possible, submitted to Human Resources, and are subject to management approval. Requests must include the following information:

- Starting and ending date of the personal leave
- Reason for the leave of absence
- Length of employment with the Village

Management and Human Resources considers the circumstances in each individual request and decides whether or not the absence is to be approved. Some circumstances in making the decisions are:

- The reason for the absence, including the necessity for work time being used
- The reasonableness of the amount of time requested
- The workload and requirements of the position
- The attendance and performance record of the employee

Personal leaves may be granted up to thirty (30) days in any calendar year. If the employee does not return to work on the day agreed, the employee be subject to disciplinary action up to and including termination.

BEREAVEMENT

Up to two (2) consecutive days leave with pay may be granted to full-time employees in the event of death of an **immediate family member**, providing the days fall on the employee's regularly scheduled workdays. This leave is for the purpose of attending the funeral and includes such related events as the wake or visitation. The employee may be requested to present some type of notice such as an obituary, prayer card, etc. as verification for the paid time off. **Immediate family** (including in-laws) shall be interpreted to mean parents, grandparents, brothers, sisters, children and spouse.

Benefits

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JURY DUTY

A regular employee who is summoned and reports for jury duty or has been subpoenaed as a witness, may be granted special leave to fulfill such duty upon proper notification to his supervisor/manager. Village employees on jury duty will be compensated at their full regular salary and need not reimburse the Village for pay received for jury service. In return for this compensation, the employee is expected to report for work when not in court or when excused early. The employee must provide proof of the number of days served by submitting a copy of the summons or subpoena to the supervisor/manager.

MILITARY LEAVE

An employee who is a member of the Armed Forces Reserve or National Guard unit will be granted leave up to fifteen (15) calendar days to fulfill such summer camp duty. The Village will not compensate the employee for pay during such a period of absence. If the unit is called for special duty, leave will be granted to fulfill such duty as required. Within ninety (90) days following the completion of special duty, the employee must notify his supervisor/manager of his availability to return to work. The Village will reinstate the employee at the same or equivalent position and benefits.

The Village of Melrose Park

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PAYROLL ADMINISTRATION

PAY DAYS

Checks will be distributed to the employees on the 5th (paid through the 1st) and the 20th (paid through the 15th) of the month. If payday falls on a Saturday, distribution will take place on the previous workday. If the payday falls on a Sunday, distribution will take place on Monday. A paycheck will be given only to the employee to whom it is issued unless prior written approval has been pre-arranged.

For terminated employees, a paycheck will be issued on the regularly scheduled pay date following the date of termination. A separate check for accrued vacation time will be issued on the following regularly scheduled pay date after termination. If an employee is not at work on the day that checks are distributed, the employee may contact Human Resources to arrange pick-up of the check. **No checks will be distributed earlier than the scheduled paydays. No exceptions will be made.**

TIME CARDS

Time cards will be furnished to each non-exempt employee. Each employee must record the time at which he begins and ends the workday by punching his time card. Time cards should record the actual hours worked. Exceptions from normal hours must be initialed by your supervisor/manager. **No one other than yourself is allowed to punch your card. Violators will be subject to disciplinary action up to and including termination.**

OVERTIME

Workloads and deadlines sometimes require additional employee time. Employees are, therefore, expected to be adaptable and willing to work additional hours when necessary for the successful completion of a project.

- Non-exempt employees are not to work before, beyond or outside their standard hours unless authorized by their immediate supervisor/manager.
- **Exempt (salaried) employees do not earn overtime or compensable time.**

Overtime pay will be reflected on the paycheck issued on the next scheduled pay date immediately following receipt of the weekly time cards/sheets. Holidays, sick days and vacation days will not be counted as time worked for overtime calculation purposes. These days are an interruption of the regular scheduled forty (40) hour work week. If an employee works on Saturday during a week in which a paid or unpaid day off was

PAYROLL

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OVERTIME (cont.)

incurred, he has not actually worked the forty (40) hours. In that case he will receive straight-time for the hours worked on Saturday.

For non-exempt employees, overtime is paid at one and one-half (1.5x) times the regular rate of pay for hours actually worked over forty (40) in a workweek. Non-exempt employees earn double time for Sundays worked.

The Village of Melrose Park

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PERSONAL CONDUCT

Employees are required to conduct themselves in an appropriate manner. Each employee has an obligation to refrain from activities, which conflict or interfere with Village operations. Verbal and/or physical confrontations of any kind are not acceptable as professional conduct expected of Village personnel.

- Employees must take no action or work in any manner that may cause injury to themselves or their fellow employees.
- Employees must not do anything to interfere with other employees' abilities to get their own work done.
- Employees must treat other employees with courtesy and respect.
- Verbal and/or physical confrontations of any kind are not acceptable and are subject to disciplinary action up to and including termination.
- Abusive language and threatening gestures toward other employees will not be tolerated.
- Gambling of any kind or bookmaking on Village premises is prohibited.
- Drinking alcoholic beverages on Village premises is prohibited.
- Posting or showing obscene drawings or photographs, or using sexually oriented language including accessing or transmitting pictures or drawings from or through the internet will be considered sexual harassment and will be dealt with under the Village's sexual harassment policy.
- No gifts will be accepted by any employee from a vendor, client or resident.

VILLAGE PROPERTY

The Village objective is to maintain the highest ethical standards and to tolerate no practices that compromise the principals of honest business conduct. By so doing, it protects not only the Village name, but also each employee's reputation as well.

Any employee who handles Village money in any form, deals with the public, uses Village property or is entrusted with its care, drives a Village vehicle or prepares Village records is required to protect that property and to report any suspicious acts.

Certain printed matter and especially computer software is subject to copyright laws or licensing arrangements. All employees are required to respect the rights conferred by such laws and arrangements and refrain from making unauthorized copies of such material.

Village property including telephones, computer, Village car, facilities or any equipment must be used by current employees for the sole purpose of conducting Village business.

VILLAGE VEHICLES

No employee will be permitted to use Village vehicles for personal use.

It is a policy of this Village that all authorized employees driving a Village vehicle maintain a clear driving record and have a valid driver's license with them when driving a Village vehicle. An authorized employee is defined as an individual 18 years of age or over who has a clear motor vehicle report. All authorized drivers are responsible for returning vehicles to their respective locations at the end of each day. **No employee is permitted to take Village vehicles home overnight, with the exception of designated department heads on 24 hour call.**

CONFIDENTIALITY

The protection of confidential business information is vital to the interests of the Village of Melrose Park. Such confidential information includes, but is not limited to, the following examples:

- Residents lists and information
- Employee compensation and employment data
- Financial information
- Pending projects and proposals

Employees who improperly use or disclose confidential Village information will be subject to disciplinary action, up to and including termination of employment, even if they do not actually benefit from the disclosed information.

PERSONAL APPEARANCE

It is the policy of the Village of Melrose Park to expect employees to dress and maintain personal grooming in a manner that creates a favorable impression to customers and visitors while maintaining a professional atmosphere. It is the primary responsibility of each employee and their supervisor to adhere to and support the intent of this policy.

OFFICE

Business Casual is generally considered acceptable and is generally defined as slacks, skirts, open-neck collar shirts, polo shirts, sweaters or blouses.

Consult your supervisor or Human Resources if you have questions as to what constitutes appropriate attire.

SMOKING

For the health, well being and safety of all employees, the Village of Melrose Park allows smoking only in the designated areas during scheduled breaks and lunches.

SOLICITATIONS

It is the policy of the Village of Melrose Park that employees and non-employees shall not be permitted to solicit sales, goods, services or contributions for any purposes on Village premises without the authorization of Human Resources or management. Solicitation for contributions, sale of merchandise, circulation of petitions, solicitations for membership in clubs or organizations, and all other forms of solicitation during working hours is prohibited. Working time does not include time before starting or after ending times, authorized break times or meal times. All solicitations pertaining to the sale of goods within the facility will be limited to non-working areas. Solicitation or distribution of literature of any kind by non-employees is prohibited at all times on Village property.

The posting of notices or signs or writing in any form on Village property, including bulletin boards, or removing approved notices without specific approval is also prohibited.

PERSONAL PHONE CALLS

The Village maintains its telephone facilities for business purposes. It is recognized that some personal telephone calls are necessary. Employees are allowed to make reasonable numbers of personal phone calls. They should be kept as brief as possible to avoid interfering with their normal work or with business use of the telephones.

If a supervisor believes an employee is abusing this privilege, the matter should be processed under the disciplinary system with an informal warning as the first step.

January 1, 2000

500:4

The Village of Melrose Park

WORKPLACE TECHNOLOGY POLICY

Voice mail, computers, e-mail, and the Internet are provided to the employee solely for business use and are to be used only to perform Village business related functions. Use of these systems will be randomly monitored and may be inspected without notice. Employees should not expect privacy in the use of these systems, and the employer can override all personal codes and passwords at any time. The installation and/or use of computer games will not be allowed.

Employees may access only those files or programs that they have permission to enter, and any unauthorized viewing, duplication, dissemination, removal, damage or alteration of files, computer systems or programs or other employer property, or the improper use of such information, is strictly prohibited.

Use of computer equipment, Internet, e-mail and voice mail for gambling of any kind or bookmaking is prohibited.

Use of computer equipment, Internet, e-mail and voice mail must at all times comply with the Village's EEO, harassment and other policies.

Employees who improperly use computer equipment or disclose any confidential Village information obtained from the use of Village computer equipment will be subject to disciplinary action, up to and including termination of employment.

The Village of Melrose Park

600:1

SAFETY IN THE WORKPLACE

Employee safety is one of the Village of Melrose Park's major concerns. All employees are encouraged to exercise common sense while on the job and observe the following rules concerning safety. The best protection against injury is a safety conscious work attitude on the part of all employees. A supervisor/manager should be notified immediately of any potentially dangerous conditions existing in any area of the Village. Emergency numbers are posted in conspicuous areas throughout the Village's buildings.

FIRST AID KIT

First aid kits can be found in several locations throughout the Village's buildings. All employees should familiarize themselves with these locations so they know where to go if the need for first aid arises.

BUILDING SECURITY

Due to the classified nature of some work performed within the Village of Melrose Park, and for the protection and personal safety of all personnel, the Village employs the following safeguards and security measures at our buildings:

- Access to specific restricted areas within the village will be through supervisor/manager approval only.
- Doors and cabinets where confidential information or valuables are stored are to be kept securely locked whenever the individual employees are not in attendance.

REPORTING INJURIES/ACCIDENTS

Employees who suffer work-related injuries or illnesses on the job must report them immediately to their supervisor/manager. Failure to do so will result in disciplinary action.

Employees returning to work must provide certification from a physician indicating they will be able to work satisfactorily and safely. Employees who fail to return to work after receiving medical clearance may be discharged. In certain cases, the Village may offer modified duty on a temporary basis to returning injured or sick employees.

PHYSICAL LIMITATIONS

Should an employee develop any physical limitations, it must be reported to his supervisor/manager in writing (physician's note) and this will be placed in the employee's medical file. If a physical restriction prevents an employee from returning to work, he will not be allowed to return to work until a proper release by the physician is

PHYSICAL LIMITATIONS (cont.)

received in writing. All medical notes/certificates stating restrictions must have a beginning and end date to restricted duties. Restrictions must be specific. In all cases, the rate of pay will be determined by the particular job the employee is performing.

EMERGENCY EXITING

When a fire alarm sounds all employees will immediately leave the building. Exiting plans are posted throughout the Village buildings. Please familiarize yourself with the plan in your building /work area so that you will know where to go in the event that the need arises.

USE AND HANDLING OF VILLAGE VEHICLES & EQUIPMENT

In using Village vehicles or personal vehicles for Village business, employees must keep in mind the fact that they are representatives of the Village government and that their conduct in adhering to the rules of safety and courtesy on the road is a reflection, for good or bad, on the Village. Thus, it is imperative that such employees abide by these rules and customs with the highest degree of exactitude. When driving Village vehicles, personnel are required to wear seat belts at all times. Any fines incurred by an employee while operating a Village vehicle due to traffic or parking regulations shall be the responsibility of the employee and all fines or monies shall be paid by the employee. No one under the age of eighteen (18) will be permitted to operate a Village owned vehicle during the course and scope of employment.

Any incident involving the use of a Village owned vehicle while working, whether or not it results in an injury to any person or damage to any vehicle or property, and regardless of who is at fault, must be reported immediately to the manager.

Village vehicles, equipment, supplies, tools, and uniforms shall not be used for private or unauthorized purposes. No Village owned vehicle is to be taken home overnight, with the exception of designated department heads on 24 hour call.

Employees shall be responsible for the proper care and use of Village vehicles, equipment, supplies, tools and uniforms. Accidents, breakdowns or malfunctions of any equipment should be reported to the employee's immediate supervisor on the day of occurrence so that repairs may be made.

UNIFORMS

Employees are responsible for the uniforms supplied by the Village. Uniforms provided for the employees shall be worn only during working hours, or for conducting official Village business outside working hours. Uniforms may be worn to or from work, unless department rules specify otherwise, but are not to be worn during any personal activity other than defined in this section, unless authorized by the department head.

Each employee is expected to dress appropriately for the job they are performing. In setting dress standards, supervisors should consider these factors:

- The nature of the work
- Safety considerations
- The nature of the employee's public contact

When necessary, safety shoes, work boots, safety glasses, gloves, safety vests must be worn. When an employee's dress does not comply with established standards, the normal response should be to discuss the matter with the employee. If the abuse continues, the supervisor may initiate disciplinary action.

Employees must make every effort to take proper care of their uniforms. Damaged and/or lost uniforms must be reported immediately to the employee's immediate supervisor.

If an employee violates this section, the employee may be held liable to the Village for any claims, costs or damages arising out of or resulting from the use, operation or possession of Village equipment.

VMP-JJS 004131

Ronald M. Serpico
MAYOR

Barbara Jasinski
CLERK



Village of Melrose Park

- **TRUSTEES** -

Cathy Cossident Italia
Carlotta "Lollie" Ariola

Fred Lamb
Joe McMillan

John Conteduca
Ruben Lomeli

To: All Employees

From: Jackie McMillan, Human Resources *Jm*

Date: January 10, 2000

Subject: Employee Manual Updates

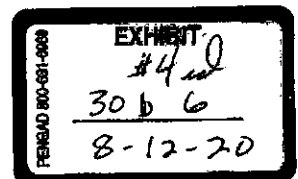
Effective January 1, 2000, the Employee Manual is being amended to reflect the following changes:

- Four (4) personal days (including your personal birthday)
- Employee's Personal Birthday removed from the Holiday list and is now included under Personal Days.
- Jeans and leggings will not be allowed during working hours
- Addition of a Workplace Technology Policy

Attached you will find replacement pages for your Employee Manual. Please remove and discard the table of contents and replace it with the new table of contents. Remove and discard pages 300:3, 300:5 and 500:2 and replace them with the new pages provided. Insert page 500:4 following page 500:3 in the Personal Conduct section.

If you have any questions regarding these changes and/or additions, you can reach me at extension 137.

Cc: Ronald M. Serpico, Village President
Carlotta "Lollie" Ariola, Village Trustee
John Conteduca, Village Trustee
Cathleen Italia, Village Trustee
Fred Lamb, Village Trustee
Ruben Lomeli, Village Trustee
Joseph McMillan, Village Trustee



VMP-JJS 004132

VILLAGE OF MELROSE PARK EMPLOYEE MANUAL

August 1, 1999

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EMP-000 004133

**VILLAGE OF MELROSE PARK
EMPLOYEE MANUAL**

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Benefits

300:3

REQUIRED BENEFITS

The Village of Melrose Park operates under the provisions of the Workers' Compensation Act which provides for medical expenses and partial salary compensation for claims incurred while the employee is actively at work.

The salary compensation is equal to two-thirds (2/3) of the gross average weekly salary subject to certain legal guidelines, maximums, and minimums. These benefits are not paid for the first three (3) working days off work following the accident unless the disability extends to fourteen (14) or more calendar days.

In addition, the employee will receive compensation for all reasonable and necessary medical care including doctors, hospitals, and emergency treatment for first aid.

Employees who are injured during working hours at the Village must immediately report the accident to their supervisor/manager and obtain the appropriate medical care if necessary. It is important that an official report of the accident be initiated, even if the injury does not seem to warrant medical attention at the time. Copies of Illness/Injury Reports can be obtained from your supervisor/manager.

An injured employee must immediately secure a letter from a physician stating any inability to perform normal duties including beginning and ending dates of any/all restrictions. The employee must continue to provide documentation from the attending physician pertaining to his progress. Failure to report an injury immediately is considered a violation of the Village's work rules. In all cases, the Village reserves the right to have the employee see a physician of the Village's choice to determine the continuation of benefits.

SOCIAL SECURITY

All employees are covered by Social Security. Under the provisions of the Federal Old Age Benefits Act, Both the employer and the employee are taxed on an equal percentage basis to provide an employee with Social Security benefits at retirement or in the event of total disability as determined by the Social Security Administration.

PERSONAL DAYS

A total of four (4) personal days are allowed for each employee who has been working for the Village for more than one (1) year. New employees can accrue personal days (based upon one (1) day per three (3) months of employment for a total of four (4) per year). This includes the employee's personal birthday.

01/01/2000

HOLIDAYS

Full time employees will be entitled to the following paid holidays after sixty (60) continuous days of full-time employment:

- New Year's Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve (1/2 day, Noon – 5:00PM)
- Christmas Day
- New Year's Eve (1/2 day, Noon – 5:00PM)

When a holiday falls on a Saturday, the Friday preceding will generally be recognized as the holiday. A holiday falling on Sunday will generally be celebrated on the Monday following.

To be paid for a holiday, an employee must be at work on the workday before and after the holiday. If a vacation day was scheduled before and/or after the holiday, he will be paid for that holiday. Should he be absent, or did not work an eight (8) hour shift for any other reason on either of those two (2) days, he will be required to submit an acceptable written reason for the absence to his supervisor/manager for approval. Failure to provide such evidence will result in loss of pay for the holiday.

A paid holiday occurring during an employee's scheduled vacation will not be considered a vacation.

Full-time, regular non-exempt employees are paid for one (1), eight (8) hour day per holiday.

Subject to management approval, non-exempt employees required to work on a holiday because of the nature of their duties will be paid at the regular hourly rate of pay for all hours required to be worked on the holiday. In addition, the employee will receive a floating holiday to be used at a later date.

The Village recognizes that some employees may wish to observe, as periods of worship or commemoration, certain days not included in the Village's holiday schedule. Accordingly, such an employee may do so, upon giving prior notice to his manager and provided that such absence does not result in undue hardship in the conduct of Village business. In doing so, employees may use accrued days of paid sick days or vacation.

VILLAGE VEHICLES

No employee will be permitted to use Village vehicles for personal use.

It is a policy of this Village that all authorized employees driving a Village vehicle maintain a clear driving record and have a valid driver's license with them when driving a Village vehicle. An authorized employee is defined as an individual 18 years of age or over who has a clear motor vehicle report. All authorized drivers are responsible for returning vehicles to their respective locations at the end of each day. No employee is permitted to take Village vehicles home overnight, with the exception of designated department heads on 24 hour call.

CONFIDENTIALITY

The protection of confidential business information is vital to the interests of the Village of Melrose Park. Such confidential information includes, but is not limited to, the following examples:

- Residents lists and information
- Employee compensation and employment data
- Financial information
- Pending projects and proposals

Employees who improperly use or disclose confidential Village information will be subject to disciplinary action, up to and including termination of employment, even if they do not actually benefit from the disclosed information.

PERSONAL APPEARANCE

It is the policy of the Village of Melrose Park to expect employees to dress and maintain personal grooming in a manner that creates a favorable impression to customers and visitors while maintaining a professional atmosphere. It is the primary responsibility of each employee and their supervisor to adhere to and support the intent of this policy.

OFFICE

Business Casual is generally considered acceptable and is generally defined as slacks, skirts, open-neck collar shirts, polo shirts, sweaters or blouses. **Jeans and leggings are not appropriate and will not be considered acceptable during working hours.**

1/1/2000

Consult your supervisor or Human Resources if you have questions as to what constitutes appropriate attire.

VMP-JJF-JMA
711400

January 1, 2000

The Village of Melrose Park

500:4

WORKPLACE TECHNOLOGY POLICY

Voice mail, computers, e-mail, and the Internet are provided to the employee solely for business use and are to be used **only** to perform Village business related functions. Use of these systems will be randomly monitored and may be inspected without notice. Employees should not expect privacy in the use of these systems, and the employer can override all personal codes and passwords at any time. The installation and/or use of computer games will not be allowed.

Employees may access only those files or programs that they have permission to enter, and any unauthorized viewing, duplication, dissemination, removal, damage or alteration of files, computer systems or programs or other employer property, or the improper use of such information, is strictly prohibited.

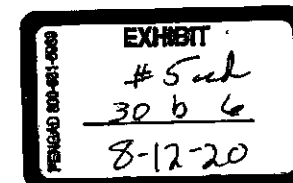
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2015 - 385 total
8 - African Amer.

Start Date	01/01/2015					
End Date	12/31/2015					
Employment Profile -	Effective as of 08/07/2020					
Payroll Name	Hire Date	Status	Gender	Ethnicity	Race Description	Job Title Description
Aguilar, Ramona	08/16/2014	Terminated	Female	Hispanic or Latino		Security Special Projects
Aguirre, Jose A	06/01/2004	Active	Male	Hispanic or Latino		Maintenance
Aguirre, Sergio	05/01/2011	Active	Male	Hispanic or Latino		CHAIRMAN
Alcala, Raul	11/21/2005	Active	Male	Hispanic or Latino		Maintenance
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino		LIAISON YOUTH COMMISSION
Anguiano, Lorena	08/20/2007	Active	Female	Hispanic or Latino		CLERK
Anguiano, San J	02/01/2005	Terminated	Female	Hispanic or Latino		Hispanic Liaison
Aponte, Miguel	03/04/1985	Retired	Male	Hispanic or Latino		S&W FOREMAN
Arellano, Celia	01/02/1990	Active	Female	Hispanic or Latino		COMMUNICATIONS SUPV.
Arevalos, Gabriel	07/12/2004	Terminated	Male	Hispanic or Latino		LABORER
Castro, Carlos	07/27/2015	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Castro, Claudia	08/01/2015	Terminated	Female	Hispanic or Latino		Plning Zning member
Chavez, Fernando	05/07/2008	Active	Male	Hispanic or Latino		Fleet Controller II
Chavez, Israel	07/01/1997	Active	Male	Hispanic or Latino		CODE ENFORCE INSP.
Diaz, Marisela	07/01/2014	Terminated	Female	Hispanic or Latino		Receptionist
Espinosa, Gil-Vincent	04/01/2001	Retired	Male	Hispanic or Latino		POLICEMAN
Figueroa, Anthony	06/01/2003	Terminated	Male	Hispanic or Latino		Firefighter
Figueroa, George	06/16/2014	Terminated	Male	Hispanic or Latino		Security Special Projects
Flores III, Luis A	10/01/2012	Active	Male	Hispanic or Latino		Police Tactical
Flores, Santos	06/22/2005	Active	Male	Hispanic or Latino		Foreman Sewer/Water
Gutierrez, Eric	06/01/2015	Active	Male	Hispanic or Latino		POLICEMAN
Gutierrez, Leticia A	09/02/2014	Terminated	Female	Hispanic or Latino		HISPANIC COMMUNICATION DIRECTOR
Gutierrez, Rocky	05/01/2012	Active	Male	Hispanic or Latino		Firefighter
Guzman, Angel	06/19/2007	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Guzman, Eddie	04/01/2003	Active	Male	Hispanic or Latino		POLICE LIEUTENANT
Guzman, Juan F	04/05/2007	Active	Male	Hispanic or Latino		POLICEMAN
Hernandez, Lorena S	06/24/2009	Terminated	Female	Hispanic or Latino		Camp Fun
Lomeli, Leticia	06/01/2001	Leave	Female	Hispanic or Latino		CLERK
Lomeli, Sergio	03/16/2015	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Lopez, Maria Teresa	07/16/2011	Terminated	Female	Hispanic or Latino		CROSSING GUARD
Lozano, Everardo B	04/17/2006	Active	Male	Hispanic or Latino		Forman Landscaping
Macias, Jesse	02/01/2013	Active	Male	Hispanic or Latino		Asst. Chamber of Commerce
Macias, Judith De La Mora	05/16/2013	Active	Female	Hispanic or Latino		DIR HISPANIC BUS DEV & HIS SENIOR SER
Marrero, Nelson	03/01/2014	Terminated	Male	Hispanic or Latino		Security Special Projects
Martinez, Jose-Miguel	07/01/2014	Terminated	Male	Hispanic or Latino		Maintenance
Migliore, Vito	10/01/1999	Active	Male	Hispanic or Latino		POLICEMAN
Montes, Gandolfa	01/26/1987	Active	Female	Hispanic or Latino		CROSSING GUARD
Montoya, Mario	02/15/2000	Active	Male	Hispanic or Latino		YOUTH BRD. MEMBER
Montoya, Pedro	07/07/2014	Active	Male	Hispanic or Latino		POLICEMAN
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino		PERSONNEL COMMITTEE
Mota, Nora	10/24/2013	Terminated	Female	Hispanic or Latino		LIBRARY ASSISTANT
Mota, Victoria Marie	06/10/2014	Terminated	Female	Hispanic or Latino		Camp Fun
Mota, Vivian M	09/02/2014	Terminated	Female	Hispanic or Latino		LIBRARY PAGE
Negron, Phillip	04/01/2003	Active	Male	Hispanic or Latino		POLICEMAN
Nicosia, Elisa	05/20/2013	Active	Female	Hispanic or Latino		CSO OFFICER
Orona, Vito	07/08/2011	Terminated	Male	Hispanic or Latino		Security Special Projects
Orozco, Eric	07/20/2015	Active	Male	Hispanic or Latino		POLICEMAN
Orozco, Gloria I	05/01/2014	Active	Female	Hispanic or Latino		Operator front desk
Ortega, Rigoberto	09/18/2000	Active	Male	Hispanic or Latino		Machine Operator
Ortiz, Jessica	07/07/2014	Active	Female	Hispanic or Latino		POLICE WOMAN



Perez, Ernesto F	09/26/2012	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Perez, Lizet R	06/06/2005	Active	Female	Hispanic or Latino		ASST SUPERVISOR
Raflores, Vanessa A	05/01/2014	Active	Female	Hispanic or Latino		Pinig Zning member
Recinos, Michael	04/07/1997	Retired	Male	Hispanic or Latino		POLICEMAN
Reyes, Jose L	04/02/2007	Active	Male	Hispanic or Latino		LABORER
Reynoso, Christian	12/10/2014	Terminated	Male	Hispanic or Latino		LIBRARY ASSISTANT
Rodriguez, Alfonso	04/01/2001	Active	Male	Hispanic or Latino		Sergeant
Rodriguez, Bernardino	09/18/2000	Active	Male	Hispanic or Latino		LABORER
Rodriguez, Jacqueline	07/06/2015	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Rodriguez, Raul	07/01/1999	Active	Male	Hispanic or Latino		Administrative Division Commander
Rojas, Carlos E	06/01/2006	Active	Male	Hispanic or Latino		HISPANIC COMMUNICATION DIRECTOR
Rojas, Feliciano	03/16/2008	Retired	Male	Hispanic or Latino		Maintenance
Ruiz, Yesinia	11/24/2014	Terminated	Female	Hispanic or Latino		LIBRARY CIRC. CLERK
Salgado, Juan	11/03/2015	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Sanchez, Cid	05/31/2006	Active	Male	Hispanic or Latino		INSPECTOR
Sanchez, Jessica	07/17/2013	Active	Female	Hispanic or Latino		Camp Fun
Simental, Leticia	03/25/2015	Active	Female	Hispanic or Latino		CROSSING GUARD
Soto, Juan C	04/06/2010	Terminated	Male	Hispanic or Latino		LABORER
Tapia, Carmen	06/09/1997	Active	Female	Hispanic or Latino		YOUTH BRD. MEMBER
Tejeda, Cesar	06/30/2014	Terminated	Male	Hispanic or Latino		LABORER
Tejeda, Jesus Jr.	04/01/2005	Active	Male	Hispanic or Latino		POLICEMAN
Terrones, Josh	06/09/2003	Active	Male	Hispanic or Latino		LABORER
Terrones, Marlene	05/19/1998	Active	Female	Hispanic or Latino		DEPUTY REGISTRAR
Trujillo, Veronica	01/05/2006	Active	Female	Hispanic or Latino		Circulation assistant
Urrutia, Eliza	03/19/2001	Active	Female	Hispanic or Latino		RECORDS CLERK
Vargas, Isidro	06/23/2003	Active	Male	Hispanic or Latino		Assistant Superintendant
Vargas, Martha P.	06/15/1999	Active	Female	Hispanic or Latino		CLERK
Vazquez, Rosita	12/27/2001	Active	Female	Hispanic or Latino		WATER BILL CLERK
Velasquez, Orlando	06/03/2013	Terminated	Male	Hispanic or Latino		INSPECTOR
Velasquez, Jose	07/07/2014	Active	Male	Hispanic or Latino		POLICE DETECTIVE
Villanueva, Jose	06/09/1997	Active	Male	Hispanic or Latino		Foreman Street
Villegas, Luis	10/16/1989	Active	Male	Hispanic or Latino		S&W FOREMAN
Fogg, Chane	04/01/2005	Active	Male	Not Hispanic or Latino	Asian	POLICEMAN
Han, Jong Yoon	01/03/2012	Terminated	Male	Not Hispanic or Latino	Asian	INSTRUCTOR
Javaid, Jawahir	05/01/2014	Terminated	Female	Not Hispanic or Latino	Asian	adult service librar
Baker, Wilma J	08/22/2008	Active	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Gregory, Julia M	04/19/2007	Active	Female	Not Hispanic or Latino	Black or African American	Ass't Reference
Hart, Cynthia L	11/09/2004	Terminated	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Lavalals, Kyll	06/01/1992	Retired	Male	Not Hispanic or Latino	Black or African American	POLICE LIEUTENANT
Portee Jr., Cecil	10/09/1989	Active	Male	Not Hispanic or Latino	Black or African American	STREET DRIVER LABOR
Walls, Alisha	08/19/2014	Terminated	Female	Not Hispanic or Latino	Black or African American	LIBRARY PAGE
Williams, Angela D.	08/11/1997	Terminated	Female	Not Hispanic or Latino	Black or African American	DESK OFFICER
Williams, Carl	09/16/2008	Active	Male	Not Hispanic or Latino	Black or African American	AUXILIARY POLICE
Islami, Florim	09/15/1995	Active	Male	Not Hispanic or Latino	Two or more races	FIRE CAPTAIN
Abello, Carmelo	01/11/1993	Terminated	Male	Not Hispanic or Latino	White	Lead Utility Locator
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino	White	Finance Committee
Acey, Kenneth	03/01/1993	Retired	Male	Not Hispanic or Latino	White	Firefighter
Adams, Daniel J.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Building Inspector
Aiardo, Aaron	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Alfano, Maria	12/06/1982	Retired	Female	Not Hispanic or Latino	White	CROSSING GUARD
Alfasi, Gilso	01/16/2003	Active	Male	Not Hispanic or Latino	White	LABORER
Amabile, John	09/01/1999	Terminated	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Amabile, John Joseph	06/01/2015	Active	Male	Not Hispanic or Latino	White	Police Tactical
Andersen, Eric	08/01/2006	Active	Male	Not Hispanic or Latino	White	Firefighter

Anzaldi Sr, Robert	10/23/2007	Terminated	Male	Not Hispanic or Latino	White	TRAFFIC ENFORCEMENTADMINIST
Anzaldi, Robert S	10/01/2013	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Barone, Anthony M.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Barone, Michael	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Barone, Nello	04/07/1997	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Bartemio, Leonard J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical
Battaglia, Richard	05/01/2001	Terminated	Male	Not Hispanic or Latino	White	Ass't Dir Community Development
Battisto, John	10/05/1982	Retired	Male	Not Hispanic or Latino	White	S&W DRIVER LABORER
Beltrame, Michael	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Beltrame, Richard	06/01/1981	Terminated	Male	Not Hispanic or Latino	White	FIRE DEPT. CHIEF
Blanchi, William	03/17/2011	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Bianco, Kimberly	03/10/2014	Terminated	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Blumberg, Steve	03/13/1987	Retired	Male	Not Hispanic or Latino	White	S&W LABORER
Bond, Shawn R.	09/01/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Borrego Jr., David A	04/01/2005	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Brandon, Charles	03/01/2013	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Cacciatore, Eugene J.	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Calabria, Robert	05/01/1989	Active	Male	Not Hispanic or Latino	White	Computer Technician
Camaci, Salvatore	12/15/2014	Terminated	Male	Not Hispanic or Latino	White	Landscaping Laborer
Campanelli, Frank J	02/16/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Campanelli, William	03/01/1993	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Campo, Marco	07/01/2012	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Cannici, John P.	06/01/2000	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Capra, Carl J	06/01/2003	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Caputo, Michael A.	06/01/1997	Active	Male	Not Hispanic or Latino	White	CHAIRMAN
Carey, Brian W	09/01/2003	Active	Male	Not Hispanic or Latino	White	PROSECUTOR
Carlini, Michael J	09/16/2003	Terminated	Male	Not Hispanic or Latino	White	INSPECTOR
Carpanzano, Frank A	06/02/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Carpanzano, Michael	01/16/1992	Active	Male	Not Hispanic or Latino	White	S&W SUPERTINTEND
Carporelli, Dominic Joseph	06/02/2014	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Casala, Robert	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Castellan, Michael A.	07/15/1983	Active	Male	Not Hispanic or Latino	White	Dir of Licensing and Enforcement
Castellan, Michael A.	07/15/1983	Retired	Male	Not Hispanic or Latino	White	PD Deputy Chief
Catizone, Anthony	09/12/2000	Terminated	Male	Not Hispanic or Latino	White	Dial-A-Ride Operator
Cernauske, James	06/15/1974	Active	Male	Not Hispanic or Latino	White	Safety Director
Cernauske, Jason E	02/16/2005	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Cervone Jr, John	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Cervone, John G.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Pining Zning member
Cesarini, Angelo	09/17/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Chiappetta, Sam J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical Lieutenant
Ciancio, Frank John	06/18/2015	Terminated	Male	Not Hispanic or Latino	White	SUMMER HELP
Ciancio, Rosalba	05/02/2010	Active	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Ciancio, Sam	02/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Cimino, Anthony	06/01/2015	Leave	Male	Not Hispanic or Latino	White	PURCHASING DIRECTOR
Cimino, Theresa	05/01/1980	Terminated	Female	Not Hispanic or Latino	White	Circulation Tech
Claypool, Cynthia M	08/23/2010	Terminated	Female	Not Hispanic or Latino	White	CROSSING GUARD
Coco, Edward L.	06/09/1997	Active	Male	Not Hispanic or Latino	White	Spec Ass't to Mayor
Consaivo, Cynthia	11/01/2013	Terminated	Female	Not Hispanic or Latino	White	Youth Staff
Cortina, Diana M	04/03/2006	Terminated	Female	Not Hispanic or Latino	White	Operator front desk
Cucci, Marcia	10/01/1997	Retired	Female	Not Hispanic or Latino	White	Records Supervisor
Cuellar, Krystyna L	12/03/2012	Terminated	Female	Not Hispanic or Latino	White	CLERK
Cusumano, Charles F	06/26/2006	Terminated	Male	Not Hispanic or Latino	White	Maintenance
Dalitto, Richie R	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Damico, Lisa	04/01/2012	Active	Female	Not Hispanic or Latino	White	PROSECUTOR

Damron, Vaughn S.	04/05/2007	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Datoli II, Anthony J.	04/01/2001	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Datoli, Angelo	09/01/2015	Active	Male	Not Hispanic or Latino	White	Firefighter
Decarlo Jr, Michael D	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Dejulius, Alex	01/01/2012	Deceased	Male	Not Hispanic or Latino	White	COMMUNITY JOBS LIAISON
Delpercio, James P.	02/15/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Demaria, James A.	05/22/2006	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Demaria, Joseph E.	05/22/2006	Terminated	Male	Not Hispanic or Latino	White	Maintenance
Devita, Michael	09/18/2000	Active	Male	Not Hispanic or Latino	White	LABORER
Di Fazio, Victor	08/11/1997	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Difazio, Dominic L	06/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Digenova, Vincenzo	02/01/2007	Retired	Male	Not Hispanic or Latino	White	RiverWoods Security
Dimaio, Dino B.	08/10/1987	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Dindia, Frank Anthony	05/22/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Dindia, Patricia A.	03/02/1998	Active	Female	Not Hispanic or Latino	White	SECRETARY TO THE MAYOR
Dindia, Salvatore N	10/02/2009	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
DIVenere, Joseph Michael	06/02/2014	Terminated	Male	Not Hispanic or Latino	White	CLERK
Dote, Carl R	12/01/2012	Active	Male	Not Hispanic or Latino	White	DESK
Egizio, Angelo B.	05/01/2007	Active	Male	Not Hispanic or Latino	White	LABORER
Eleuteri, Michael	10/01/1996	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Eleuteri, Peter	06/01/1996	Active	Male	Not Hispanic or Latino	White	COORDINATOR ECONOMIC DEV
Esposito, Mary E	07/16/2004	Terminated	Female	Not Hispanic or Latino	White	Circulation Tech
Esposito, Pasquale	06/01/1997	Active	Male	Not Hispanic or Latino	White	Secretary
Farmer, Darrell	08/02/1999	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Farmer, Tony	05/01/2013	Terminated	Male	Not Hispanic or Latino	White	Security Special Projects
Fatta, Louis V	07/01/2014	Active	Male	Not Hispanic or Latino	White	Director of Security
Felske, Linda Carol	08/19/2009	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Ferolo, George D.	09/14/2002	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Fioccola, Pasquale	02/23/2004	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Flanagan, Margaret M	08/18/2005	Active	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Frey, Michael	07/01/1979	Active	Male	Not Hispanic or Latino	White	Driver/Laborer
Gibson, Adam G	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Giglio, Frank A	06/15/2006	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Giglio, Frank G	06/16/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Giordano, Barbara	11/01/1980	Retired	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Giovenco, James	08/01/2013	Active	Male	Not Hispanic or Latino	White	Maintenance
Giuffre, John	06/01/1987	Retired	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Graziani, Lido A.	07/01/1999	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Graziano, Salvador	12/12/2011	Terminated	Male	Not Hispanic or Latino	White	LIBRARY PAGE
Greco, Anthony G.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Green, Nicholas G	01/04/2013	Active	Male	Not Hispanic or Latino	White	LIBRARY PAGE
Greifelt, Kenneth	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Gucciardo, David	04/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Guzzo, Frank	09/23/2002	Active	Male	Not Hispanic or Latino	White	Planning Zoning member
Gvst, Brian	07/07/1997	Retired	Male	Not Hispanic or Latino	White	Police Investigator
Harty, Mark	03/01/2002	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Hilgenberg, David	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Hopkins, Rose	09/22/2014	Terminated	Female	Not Hispanic or Latino	White	Youth Service Ass't
Humpf, Stephen F	06/01/2007	Active	Male	Not Hispanic or Latino	White	Foreman Street
Hutchinson, Alvin G	10/20/2012	Terminated	Male	Not Hispanic or Latino	White	Operator front desk
Iannelli, Anthony	11/10/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
Iannelli, Armando	03/10/2003	Active	Male	Not Hispanic or Latino	White	SUPT. MECH/ELEC
Iannelli, Sabato	08/01/2002	Active	Male	Not Hispanic or Latino	White	MECHANIC
Iannelli, Sabino	04/16/2015	Active	Male	Not Hispanic or Latino	White	LABORER

Iosco, Denise	08/01/1997	Active	Female	Not Hispanic or Latino	White	TREASURER
Italia, Cathleen	05/01/1997	Terminated	Female	Not Hispanic or Latino	White	Finance Committee
Jarecki, Brian	04/01/2001	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Julian, Mary	04/24/2006	Retired	Female	Not Hispanic or Latino	White	SPECIAL PROJECTS
Kalnicky, Charles	06/05/2001	Active	Male	Not Hispanic or Latino	White	LABORER
Karabatsos, Elaine	05/01/2001	Terminated	Female	Not Hispanic or Latino	White	TRIP COORDINATOR
Karabatsos, James	09/15/1995	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Keir, Margaret	11/24/2014	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Klugger, Kathy	07/07/1997	Retired	Female	Not Hispanic or Latino	White	CLERK
Klugger, Nick M.	05/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Klugger, Richard W.	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Kohut, Robert W.	10/12/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Korsch, Chris W.	01/09/2006	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Krawczyk, Ashlee	12/05/2011	Terminated	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Krefft, Barbara	08/04/2000	Retired	Female	Not Hispanic or Latino	White	PURCHASING DIRECTOR
Lagioia, Michael	09/23/2002	Active	Male	Not Hispanic or Latino	White	ASST. SUPT. S&W
LaGiola, Sandra F.	11/17/2014	Active	Female	Not Hispanic or Latino	White	ACCTS. PAYABLE CLRK
Laino, Jojette	03/01/1995	Active	Female	Not Hispanic or Latino	White	SECRETARY TO POLICE CHIEF
LaMontagna, Pat	05/01/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
Lascola, Orlando	04/07/1997	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
LeGal, Guy	04/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Legittino, Marisa	01/17/2011	Terminated	Female	Not Hispanic or Latino	White	Youth Service Ass't
Leverenz, Ted	12/01/2007	Deceased	Male	Not Hispanic or Latino	White	Water Shed
Lichtenberger, Scot R.	11/01/2002	Terminated	Male	Not Hispanic or Latino	White	Foreman Street
Lichter, Michael	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Loochtan, Joseph A.	12/14/2006	Terminated	Male	Not Hispanic or Latino	White	CUSTOMER SERVICE OFFICER
Loochtan, Mark	08/01/2003	Terminated	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Lorenzo Jr, Sebastian	08/28/2007	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Lorenzo, Sebastian	04/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Loresch, Anthony J.	02/23/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Lullo, John P.	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Macino, Vito	11/01/1987	Retired	Male	Not Hispanic or Latino	White	Firefighter
Maiello Gluecklich, Cynthia	11/24/1986	Terminated	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Maiello, Nunzio	03/01/1993	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Manzo, Gennaro	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Manzo, Jeannette	08/01/2012	Terminated	Female	Not Hispanic or Latino	White	CROSSING GUARD
Manzo, Rosanna	06/08/2015	Terminated	Female	Not Hispanic or Latino	White	Camp Fun
Marchetti, Michael	05/21/2015	Active	Male	Not Hispanic or Latino	White	HEALTH INSPECTOR
Marella, Nancy	02/15/1980	Active	Female	Not Hispanic or Latino	White	SECRETARY BLDG CMSR
Marella, Peter	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Mariani, Roger	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Firefighter
Marine, Gary M.	06/09/2003	Active	Male	Not Hispanic or Latino	White	DIR OF PUBLIC WORKS
Matarrese, Frank	12/01/1999	Active	Male	Not Hispanic or Latino	White	Youth Supervisor
McMillan, Jennifer L.	01/26/2005	Terminated	Female	Not Hispanic or Latino	White	Dial-A-Ride Operator
Menolascino, John A.	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Mentone, Ronald J.	05/16/2013	Active	Male	Not Hispanic or Latino	White	ASS'T PROSECUTOR
Misasi, Frank E.	01/02/2013	Terminated	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Modugno, Carla	04/24/2000	Terminated	Female	Not Hispanic or Latino	White	Circulation Tech
Modugno, John	05/01/2001	Active	Male	Not Hispanic or Latino	White	YOUTH BRD. MEMBER
Morella, Steven	03/01/1993	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Moss, Devon T.	04/01/2005	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Murphy, Frank J.	03/01/2014	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Nardella, Robert V.	06/02/2003	Terminated	Male	Not Hispanic or Latino	White	INSPECTOR
Nardiello, Diana M.	11/01/2002	Active	Female	Not Hispanic or Latino	White	Sr. Accounts Payable Clerk

Nardiello, Frank	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Nardiello, Theresa	06/18/2007	Active	Female	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Natale, Dennis	03/16/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Nocita, Frank S.	12/13/2002	Terminated	Male	Not Hispanic or Latino	White	Railroad Safety Offi
Nocita, Phillip J.	10/01/1998	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Nocita, Phillip P	04/05/2007	Active	Male	Not Hispanic or Latino	White	Sergeant
Nocita, Rosemary A.	11/25/1997	Terminated	Female	Not Hispanic or Latino	White	PAYROLL
Nowicki, James	05/01/1987	Retired	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Oldenburg, John	06/01/1987	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Olson, Douglas	09/01/1977	Active	Male	Not Hispanic or Latino	White	Director fo Strategic Initiatives BusDe
Olson, Thomas	10/25/1977	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Otmaskin, Mark	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Padula, Joseph	11/01/1987	Retired	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Palermo, Francesco	09/16/2007	Active	Male	Not Hispanic or Latino	White	Firefighter
Palermo, Mario	10/01/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Panico III, Louis	04/01/2007	Terminated	Male	Not Hispanic or Latino	White	COMPTROLLER
Panico, Joseph	12/01/2011	Active	Male	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Panuncialman, Nicholas	06/10/2013	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Panzani, Joseph	01/05/2015	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Paolantonio, John J	05/01/2003	Active	Male	Not Hispanic or Latino	White	Maintenance
Paolantonio, Mary Ann	05/01/1997	Active	Female	Not Hispanic or Latino	White	Village Clerk
Pesce, Steve	01/09/2006	Active	Male	Not Hispanic or Latino	White	Police Tactical SGT
Piemonte, Christine	11/03/2014	Active	Female	Not Hispanic or Latino	White	Director of Human Resources
Piemonte, Kathleen M	10/08/2012	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Piemonte, Larry	09/24/2001	Retired	Male	Not Hispanic or Latino	White	INSPECTOR
Pieranunzi, Frank	05/16/2015	Active	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Pilati, Dominic R.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Pitassi, Sam	07/01/1974	Terminated	Male	Not Hispanic or Latino	White	POLICE DEPT. CHIEF
Pitassi, Sam J	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Pones Jr., Anthony	11/15/1974	Leave	Male	Not Hispanic or Latino	White	INSPECTOR
Pope, Frank	08/11/1997	Active	Male	Not Hispanic or Latino	White	PL To Brd Trustees
Pope, Frank John	06/01/2009	Active	Male	Not Hispanic or Latino	White	Firefighter
Posner, Justin	08/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Potamianos, William G.	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Powers, Donna M	08/01/2008	Active	Female	Not Hispanic or Latino	White	Asst. Deputy Director
Pretzie, Rocco	04/01/2005	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Prignano, Anthony C	11/16/2004	Terminated	Male	Not Hispanic or Latino	White	LIBRARY MAINTENANCE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	PERSONNEL COMMITTEE
Principe, James G.	08/25/1997	Terminated	Male	Not Hispanic or Latino	White	IT Director
Provenzano, James	04/01/1996	Retired	Male	Not Hispanic or Latino	White	STREET SUPERINTEND.
Pulkownik, Pete	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Raffaelli, Anthony	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Raffaelli, Claudia	03/02/2009	Active	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Barbara	05/01/1993	Terminated	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Luigi B	05/01/2007	Active	Male	Not Hispanic or Latino	White	Fleet Controller I
Rauzi, Mark J	08/25/2009	Active	Male	Not Hispanic or Latino	White	FIRE POLICE COMMISSIONER
Reicher, Thomas	01/01/1986	Terminated	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Ricciardi, Dante	09/08/2014	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Rich, Bill	04/04/1987	Active	Male	Not Hispanic or Latino	White	CIVIC CENTER MAINT.
Richter, Daniel	02/01/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Rieger, Mark	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rinella, Charles	04/07/1997	Terminated	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rogowski, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	PD Deputy Chief
Rosa, Joseph P	02/03/2005	Active	Male	Not Hispanic or Latino	White	Operator Senior Building

Sabatino, Anthony	07/01/2003	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Saether, Terry N	05/01/2012	Active	Male	Not Hispanic or Latino	White	LABORER
Salvi, Gregory	09/26/1997	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sansone, James	04/02/2007	Terminated	Male	Not Hispanic or Latino	White	PLUMBING INSPECTOR
Sami, Wesley	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sartore, Ralph	08/11/1997	Terminated	Male	Not Hispanic or Latino	White	Combined Plan/Zoning
Savaglio, Denise	06/06/2005	Terminated	Female	Not Hispanic or Latino	White	Circulation Tech
Saviozzi, Stefano	03/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Scaino, Salvatore	09/16/1995	Retired	Male	Not Hispanic or Latino	White	Asst Chief
Scarpelli, Giuseppe A	07/01/2013	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Scatellari, John A	01/07/2013	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Scavone, Patrick	11/16/1984	Terminated	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Schillinger, John E.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Schwartz, Philip	10/16/1992	Active	Male	Not Hispanic or Latino	White	DIRECTOR ESPS
Schwartz, Stephanie	06/01/1991	Active	Female	Not Hispanic or Latino	White	ADMINISTRATION ESPS
Scudiero, Aldo	04/16/2011	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Scudiero, Alex A	01/21/2004	Active	Male	Not Hispanic or Latino	White	POLICE DEPT MIS MANAGER
Scudiero, Anthony	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Frank	09/15/1995	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Michael J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Sepe, Frank M	02/01/2007	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Serpico, Michael V.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	MAYOR
Serpico, Terry	10/01/1988	Active	Male	Not Hispanic or Latino	White	Civic Center Manager
Severino, Helen	02/02/2015	Deceased	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sgobba, John S.	06/10/2002	Active	Male	Not Hispanic or Latino	White	LABORER
Shankle, Leslie	03/01/1999	Active	Female	Not Hispanic or Latino	White	POLICE SERGEANT
Shawalik, Richard W.	05/01/1998	Active	Male	Not Hispanic or Latino	White	MID METRO TIF
Shute, Thomas	01/20/2004	Active	Male	Not Hispanic or Latino	White	Operator front desk
Sicuro Jr, Michael N.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Director Community Development
Simurdjak, Svetlana	01/23/2013	Terminated	Female	Not Hispanic or Latino	White	CROSSING GUARD
Skeens, Vivian	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Sommesl, Danny	02/21/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Sorce, Ralph	06/01/1989	Active	Male	Not Hispanic or Latino	White	BLDG. COMMISSIONER
Spata, Ronald C	10/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Spatafora, Constance	03/02/2004	Active	Female	Not Hispanic or Latino	White	CLERK
Spatafora, Nikole	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Stenberg, Dave A.	04/16/1998	Retired	Male	Not Hispanic or Latino	White	LABORER
Sullo, Giovanni	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sullo, Marco L	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Szepl, William R	05/08/2012	Terminated	Male	Not Hispanic or Latino	White	CUSTOMER SERVICE OFFICER
Tacconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	PERSONNEL COMMITTEE
Taddao, August R	09/17/1999	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Tarallo, Beth Ann	05/23/2005	Active	Female	Not Hispanic or Latino	White	Secretary
Thull, Scott	09/11/1995	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Treffens, William P.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Tropea, Giuseppe	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Tropea, Salvatore	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Ude, Timothy	02/16/2005	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Uso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Vaccaro, Dionisio L.	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Vaccaro, Dionisio L.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Vandyke, Christopher	11/07/2002	Active	Male	Not Hispanic or Latino	White	Foreman Sewer/Water

VanDyke, Kathryn	10/15/2015	Terminated	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Vayda, Gregory S	08/17/2009	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Venute, Rocco	03/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Verde, David J.	06/01/1999	Retired	Male	Not Hispanic or Latino	White	Firefighter
Verde, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Wallace, Earl	10/01/2014	Active	Male	Not Hispanic or Latino	White	RECORDS CLERK
White, Christopher	07/20/2015	Terminated	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Wojcik, Ann Marie	01/04/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Wrosch, James	06/01/1987	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Wrosch, Jason	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Wurtz, Vincent A	06/01/2003	Active	Male	Not Hispanic or Latino	White	Firefighter

2016 - 2014 Total
8 - African Amer

Start Date	01/01/2016				
End Date	12/31/2016				
Employment Profile -	Effective as of 08/07/2020				
Payroll Name	Hire Date	Status	Gender	Ethnicity	Race Description
Aguirre, Jose A	06/01/2004	Active	Male	Hispanic or Latino	Job Title Description
Aguirre, Sergio	05/01/2011	Active	Male	Hispanic or Latino	Maintenance
Alcala, Raul	11/21/2005	Active	Male	Hispanic or Latino	CHAIRMAN
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino	Maintenance
Anguiano, Juana	01/16/2013	Terminated	Female	Hispanic or Latino	TRUSTEE
Anguiano, Lorena	08/20/2007	Active	Female	Hispanic or Latino	Youth Commission
Anguiano, San J	02/01/2005	Terminated	Female	Hispanic or Latino	CLERK
Aponte, Miguel	03/04/1985	Retired	Male	Hispanic or Latino	Hispanic Liaison
Arellano, Celia	01/02/1990	Active	Female	Hispanic or Latino	S&W FOREMAN
Arevalos, Gabriel	07/12/2004	Terminated	Male	Hispanic or Latino	COMMUNICATIONS SUPV.
Ayala-Flores, Jynette	04/18/2016	Terminated	Female	Hispanic or Latino	LABORER
Bank Acc# 05357103, First Merit	07/31/2015	Terminated	Male		LIBRARY ASSISTANT
Bucio, Ericka	03/01/2016	Terminated	Female	Hispanic or Latino	INSTRUCTOR
Casillas, Hector	12/12/2016	Active	Male	Hispanic or Latino	LABORER
Casillas, Sally	10/17/2016	Terminated	Female	Hispanic or Latino	Receptionist
Castro, Carlos	07/27/2015	Terminated	Male	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Castro, Claudia	08/01/2015	Terminated	Female	Hispanic or Latino	Planning member
Chavez, Fernando	05/07/2008	Active	Male	Hispanic or Latino	Fleet Controller II
Chavez, Israel	07/01/1997	Active	Male	Hispanic or Latino	CODE ENFORCE INSP.
Diaz, Marisela	07/01/2014	Terminated	Female	Hispanic or Latino	Receptionist
Espinosa, Gil-Vincent	04/01/2001	Retired	Male	Hispanic or Latino	POLICEMAN
Figueroa, Anthony	06/01/2003	Terminated	Male	Hispanic or Latino	Firefighter
Figueroa, George	06/16/2014	Terminated	Male	Hispanic or Latino	Security Special Projects
Flores III, Luis A	10/01/2012	Active	Male	Hispanic or Latino	Police Tactical
Flores, Santos	06/22/2005	Active	Male	Hispanic or Latino	Foreman Sewer/Water
Godinez, Epigmenio	05/23/2016	Active	Male	Hispanic or Latino	Maintenance
Gutierrez, Eric	06/01/2015	Active	Male	Hispanic or Latino	POLICEMAN
Gutierrez, Leticia A	09/02/2014	Terminated	Female	Hispanic or Latino	HISPANIC COMMUNICATION DIRECTOR
Gutierrez, Rocky	05/01/2012	Active	Male	Hispanic or Latino	Firefighter
Guzman, Eddie	04/01/2003	Active	Male	Hispanic or Latino	POLICE LIEUTENANT
Guzman, Juan F	04/05/2007	Active	Male	Hispanic or Latino	POLICEMAN
Lomeli, Leticia	06/01/2001	Leave	Female	Hispanic or Latino	CLERK
Lomeli, Ruben	07/11/2016	Active	Male	Hispanic or Latino	POLICEMAN
Lomeli, Sergio	03/16/2015	Terminated	Male	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Lopez, Maria Teresa	07/16/2011	Terminated	Female	Hispanic or Latino	CROSSING GUARD
Lozano, Everardo B	04/17/2006	Active	Male	Hispanic or Latino	Forman Landscaping
Macias, Jesse	02/01/2013	Active	Male	Hispanic or Latino	Asst. Chamber of Commerce
Macias, Judith De La Mora	05/16/2013	Active	Female	Hispanic or Latino	DIR HISPANIC BUS DEV & HIS SENIOR SER
Marrero, Nelson	03/01/2014	Terminated	Male	Hispanic or Latino	Security Special Projects
Martinez, Daila	03/07/2016	Terminated	Female	Hispanic or Latino	Receptionist
Martinez, Jose-Miguel	07/01/2014	Terminated	Male	Hispanic or Latino	Maintenance
Migliore, Vito	10/01/1999	Active	Male	Hispanic or Latino	POLICEMAN
Montes, Gandolfa	01/26/1987	Active	Female	Hispanic or Latino	CROSSING GUARD
Montoya, Mario	02/15/2000	Active	Male	Hispanic or Latino	YOUTH BRD. MEMBER
Montoya, Pedro	07/07/2014	Active	Male	Hispanic or Latino	POLICEMAN
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino	TRUSTEE
Mota, Nora	10/24/2013	Terminated	Female	Hispanic or Latino	LIBRARY ASSISTANT
Mota, Vivian M	09/02/2014	Terminated	Female	Hispanic or Latino	LIBRARY PAGE
Negron, Phillip	04/01/2003	Active	Male	Hispanic or Latino	POLICEMAN
Nicosia, Elisa	05/20/2013	Active	Female	Hispanic or Latino	CSO OFFICER

Ojeda, Blanca	09/10/2016	Terminated	Female	Hispanic or Latino	Teacher-CID
Orona, Vito	07/08/2011	Terminated	Male	Hispanic or Latino	Security Special Projects
Orozco, Eric	07/20/2015	Active	Male	Hispanic or Latino	POLICEMAN
Orozco, Gloria I	05/01/2014	Active	Female	Hispanic or Latino	Operator front desk
Orozco, Stephanie	07/05/2016	Terminated	Female	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Ortega, Rigoberto	09/18/2000	Active	Male	Hispanic or Latino	Machine Operator
Ortiz, Jessica	07/07/2014	Active	Female	Hispanic or Latino	POLICE WOMAN
Perez, Lizet R	06/06/2005	Active	Female	Hispanic or Latino	ASS'T SUPERVISOR
Raflores, Vanessa A	05/01/2014	Active	Female	Hispanic or Latino	Plning Zning member
Recinos, Michael	04/07/1997	Retired	Male	Hispanic or Latino	POLICEMAN
Reyes, Jose L	04/02/2007	Active	Male	Hispanic or Latino	LABORER
Rodriguez, Alfonso	04/01/2001	Active	Male	Hispanic or Latino	Sergeant
Rodriguez, Alyana	09/01/2016	Active	Female	Hispanic or Latino	CLERK
Rodriguez, Bernardino	09/18/2000	Active	Male	Hispanic or Latino	LABORER
Rodriguez, Raul	07/01/1999	Active	Male	Hispanic or Latino	Administrative Division Commander
Rojas, Carlos E	06/01/2006	Active	Male	Hispanic or Latino	HISPANIC COMMUNICATION DIRECTOR
Rojas, Feliciano	03/16/2008	Retired	Male	Hispanic or Latino	Maintenance
Ruiz, Yesinia	11/24/2014	Terminated	Female	Hispanic or Latino	LIBRARY CIRC. CLERK
Salgado, Juan	11/03/2015	Terminated	Male	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Sanchez, Cid	05/31/2006	Active	Male	Hispanic or Latino	INSPECTOR
Sanchez, Daniel A	04/23/2016	Terminated	Male	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Sanchez, Jessica	07/17/2013	Active	Female	Hispanic or Latino	Camp Fun
Simental, Leticia	03/25/2015	Active	Female	Hispanic or Latino	CROSSING GUARD
Soto, Juan C	04/06/2010	Terminated	Male	Hispanic or Latino	LABORER
Tapla, Carmen	06/09/1997	Active	Female	Hispanic or Latino	YOUTH BRD. MEMBER
Tejeda, Cesar	06/30/2014	Terminated	Male	Hispanic or Latino	LABORER
Tejeda, Jesus Jr.	04/01/2005	Active	Male	Hispanic or Latino	POLICEMAN
Terrones, Josh	06/09/2003	Active	Male	Hispanic or Latino	LABORER
Terrones, Marlene	05/19/1998	Active	Female	Hispanic or Latino	DEPUTY REGISTRAR
Trujillo, Veronica	01/05/2006	Active	Female	Hispanic or Latino	Circulation assistant
Urrutia, Eliza	03/19/2001	Active	Female	Hispanic or Latino	RECORDS CLERK
Vargas, Isidro	06/23/2003	Active	Male	Hispanic or Latino	Assistant Superintendant
Vargas, Martha P.	06/15/1999	Active	Female	Hispanic or Latino	CLERK
Vazquez, Rosita	12/27/2001	Active	Female	Hispanic or Latino	WATER BILL CLERK
Velasquez, Orlando	06/03/2013	Terminated	Male	Hispanic or Latino	INSPECTOR
Velazquez, Jose	07/07/2014	Active	Male	Hispanic or Latino	POLICE DETECTIVE
Villanueva, Jose	06/09/1997	Active	Male	Hispanic or Latino	Foreman Street
Villegas, Luis	10/16/1989	Active	Male	Hispanic or Latino	S&W FOREMAN
Williams, Helen	09/01/2016	Terminated	Female		CROSSING GUARD
Fogg, Chane	04/01/2005	Active	Male	Not Hispanic or Latino Asian	POLICEMAN
Han, Jong Yoon	01/03/2012	Terminated	Male	Not Hispanic or Latino Asian	INSTRUCTOR
Baker, Wilma J	08/22/2008	Active	Female	Not Hispanic or Latino Black or African American	CROSSING GUARD
Gregory, Julia M	04/19/2007	Active	Female	Not Hispanic or Latino Black or African American	Ass't Reference
Hart, Cynthia L	11/09/2004	Terminated	Female	Not Hispanic or Latino Black or African American	CROSSING GUARD
Lavalais, Kyll	06/01/1992	Retired	Male	Not Hispanic or Latino Black or African American	POLICE LIEUTENANT
Portee Jr., Cecil	10/09/1989	Active	Male	Not Hispanic or Latino Black or African American	STREET DRIVER LABOR
Walls, Alisha	08/19/2014	Terminated	Female	Not Hispanic or Latino Black or African American	LIBRARY PAGE
Williams, Angela D.	08/11/1997	Terminated	Female	Not Hispanic or Latino Black or African American	DESK OFFICER
Williams, Carl	09/16/2008	Active	Male	Not Hispanic or Latino Black or African American	AUXILIARY POLICE
Alsouri, Ibrahim	10/07/2016	Terminated	Male	Not Hispanic or Latino Two or more races	CROSSING GUARD
Islami, Florin	09/15/1995	Active	Male	Not Hispanic or Latino Two or more races	FIRE CAPTAIN
Abello, Carmelo	01/11/1993	Terminated	Male	Not Hispanic or Latino White	Lead Utility Locator
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino White	TRUSTEE
Acey, Kenneth	03/01/1993	Retired	Male	Not Hispanic or Latino White	Firefighter

Adams, Daniel J.	05/01/2001	Active	Male	Not Hispanic or Latino White	Building Inspector
Aiardo, Aaron	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Alfano, Maria	12/06/1982	Retired	Female	Not Hispanic or Latino White	CROSSING GUARD
Aliasi, Gilso	01/16/2003	Active	Male	Not Hispanic or Latino White	LABORER
Alibhai, Michael	06/06/2016	Terminated	Male	Not Hispanic or Latino White	SUMMER STREET DEPT.
Amabile, John	09/01/1999	Terminated	Male	Not Hispanic or Latino White	CODE ENFORCE INSP.
Amabile, John Joseph	06/01/2016	Active	Male	Not Hispanic or Latino White	Police Tactical
Andersen, Eric	08/01/2006	Active	Male	Not Hispanic or Latino White	Firefighter
Anzaldi Sr, Robert	10/23/2007	Terminated	Male	Not Hispanic or Latino White	TRAFFIC ENFORCEMENTADMINISTRATOR
Anzaldi, Robert S	10/01/2013	Active	Male	Not Hispanic or Latino White	POLICE DETECTIVE
Barone, Anthony M.	02/01/2000	Active	Male	Not Hispanic or Latino White	Firefighter
Barone, Michael	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Barone, Nello	04/07/1997	Terminated	Male	Not Hispanic or Latino White	POLICEMAN
Bartermio, Leonard J.	04/01/2003	Active	Male	Not Hispanic or Latino White	Police Tactical
Battaglia, Richard	05/01/2001	Terminated	Male	Not Hispanic or Latino White	Ass't Dir Community Development
Battisto, John	10/05/1982	Retired	Male	Not Hispanic or Latino White	S&W DRIVER LABORER
Beltrame, Michael	06/01/1999	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Beltrame, Richard	06/01/1981	Active	Male	Not Hispanic or Latino White	FIRE DEPT. CHIEF
Bianchi, William	03/17/2011	Active	Male	Not Hispanic or Latino White	POLICEMAN
Bianchi, William	03/17/2011	Terminated	Male	Not Hispanic or Latino White	CUSTOMER SERVICE OFFICER
Bianco, Kimberly	03/10/2014	Terminated	Female	Not Hispanic or Latino White	LIBRARY PAGE
Blumberg, Steve	03/13/1987	Retired	Male	Not Hispanic or Latino White	S&W LABORER
Bond, Shawn R.	09/01/2001	Active	Male	Not Hispanic or Latino White	Firefighter
Borrego Jr., David A	04/01/2005	Terminated	Male	Not Hispanic or Latino White	POLICEMAN
Brandon, Charles	03/01/2013	Active	Male	Not Hispanic or Latino White	Security Special Projects
Cacciatore, Eugene J.	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICE SERGEANT
Caira, Peter	12/01/2016	Active	Male	Not Hispanic or Latino White	Special Assistant to Police Chief
Calabria, Robert	05/01/1989	Active	Male	Not Hispanic or Latino White	Computer Technician
Camaci, Giovanni	01/18/2016	Active	Male	Not Hispanic or Latino White	LABORER
Camaci, Salvatore	12/15/2014	Terminated	Male	Not Hispanic or Latino White	Landscaping Laborer
Campanelli, Frank J	02/16/2005	Active	Male	Not Hispanic or Latino White	Firefighter
Campanelli, William	03/01/1993	Active	Male	Not Hispanic or Latino White	Ass't Chief
Campo, Marco	07/01/2012	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Cannici, John P.	06/01/2000	Terminated	Male	Not Hispanic or Latino White	Firefighter
Capece, Francesco	12/05/2016	Active	Male	Not Hispanic or Latino White	LABORER
Cappello III, Joseph	12/11/2016	Deceased	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Capra, Carl J	06/01/2003	Active	Male	Not Hispanic or Latino White	CODE ENFORCE INSP.
Caputo, Michael A.	06/01/1997	Active	Male	Not Hispanic or Latino White	CHAIRMAN
Carey, Brian W	09/01/2003	Active	Male	Not Hispanic or Latino White	PROSECUTOR
Carpanzano, Frank A	06/02/2008	Active	Male	Not Hispanic or Latino White	LABORER
Carpanzano, Michael	01/16/1992	Active	Male	Not Hispanic or Latino White	S&W SUPERTINTEND
Carparelli, Dominic Joseph	06/02/2014	Active	Male	Not Hispanic or Latino White	SUMMER STREET DEPT.
Casale, Robert	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Castellan, Giovanni	07/11/2016	Active	Male	Not Hispanic or Latino White	POLICEMAN
Castellan, Michael A.	07/15/1983	Active	Male	Not Hispanic or Latino White	Dir of Licensing and Enforcement
Cernauske, James	06/15/1974	Active	Male	Not Hispanic or Latino White	Safety Director
Cernauske, Jason E	02/16/2005	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Cervone Jr, John	03/16/2011	Active	Male	Not Hispanic or Latino White	Firefighter
Cervone, John G.	05/01/2001	Active	Male	Not Hispanic or Latino White	Plngng Zning member
Cesarini, Angelo	09/17/1999	Active	Male	Not Hispanic or Latino White	Firefighter
Chiappetta, Sam J.	04/01/2003	Active	Male	Not Hispanic or Latino White	Police Tactical Lieutenant
Ciancio, Rosalba	05/02/2010	Active	Female	Not Hispanic or Latino White	LIBRARY PAGE
Ciancio, Rose	01/06/2016	Active	Female	Not Hispanic or Latino White	LIBRARY CIRC. CLERK
Ciancio, Sam	02/01/2000	Active	Male	Not Hispanic or Latino White	FIRE CAPTAIN

Cimino, Anthony	06/01/2015	Leave	Male	Not Hispanic or Latino White	PURCHASING DIRECTOR
Coco, Edward L.	06/09/1997	Active	Male	Not Hispanic or Latino White	Spec Ass't to Mayor
Cozzi, Joseph	06/01/2015	Terminated	Male	Not Hispanic or Latino White	SUMMER STREET DEPT.
Cushion, Lawrence A	02/22/2016	Active	Male	Not Hispanic or Latino White	Maintenance
Cusumano, Charles F	06/26/2006	Terminated	Male	Not Hispanic or Latino White	Maintenance
Dalitto, Richie R	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Damico, Lisa	04/01/2012	Active	Female	Not Hispanic or Latino White	PROSECUTOR
Damron, Vaughn S.	04/05/2007	Active	Male	Not Hispanic or Latino White	POLICEMAN
Datoli II, Anthony J.	04/01/2001	Terminated	Male	Not Hispanic or Latino White	POLICEMAN
Datoli, Angelo	09/01/2015	Active	Male	Not Hispanic or Latino White	Firefighter
Decarlo Jr, Michael D	04/01/2005	Active	Male	Not Hispanic or Latino White	POLICEMAN
DeCarlo, Anthony	01/19/2016	Active	Male	Not Hispanic or Latino White	Firefighter
DeCarlo, Joseph	06/20/2016	Active	Male	Not Hispanic or Latino White	POLICEMAN
DeJulius, Alex	01/01/2012	Deceased	Male	Not Hispanic or Latino White	COMMUNITY JOBS LIAISON
Delpercio, James P.	02/15/2001	Active	Male	Not Hispanic or Latino White	Firefighter
Demaria, James A.	05/22/2006	Active	Male	Not Hispanic or Latino White	MINI-BUS DRIVER
Devita, Michael	09/18/2000	Active	Male	Not Hispanic or Latino White	LABORER
Di Fazio, Peggy	05/27/1997	Active	Female	Not Hispanic or Latino White	DIR. SPEC. EVENTS
Di Fazio, Victor	08/11/1997	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Difazio, Dominic L	06/01/2003	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Digenova, Vincenzo	02/01/2007	Retired	Male	Not Hispanic or Latino White	RiverWoods Security
Dimaio, Dino B.	08/10/1987	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Dindia, Frank Anthony	05/22/2008	Active	Male	Not Hispanic or Latino White	LABORER
Dindia, Patricia A.	03/02/1998	Active	Female	Not Hispanic or Latino White	SECRETARY TO THE MAYOR
Dindia, Salvatore N	10/02/2009	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Dollar, Alyssa	07/11/2016	Terminated	Female	Not Hispanic or Latino White	POLICE WOMAN
Dote, Carl R	12/01/2012	Active	Male	Not Hispanic or Latino White	DESK
Egizio, Angelo B.	05/01/2007	Active	Male	Not Hispanic or Latino White	LABORER
Eleuteri, Michael	10/01/1996	Active	Male	Not Hispanic or Latino White	MINI-BUS DRIVER
Eleuteri, Peter	06/01/1996	Active	Male	Not Hispanic or Latino White	COORDINATOR ECONOMIC DEVELOPMENT
Esposito, Pasquale	06/01/1997	Active	Male	Not Hispanic or Latino White	Secretary
Farmer, Darrell	08/02/1999	Active	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Farmer, Tony	05/01/2013	Terminated	Male	Not Hispanic or Latino White	Security Special Projects
Fatta, Louis V	07/01/2014	Active	Male	Not Hispanic or Latino White	Director of Security
Felske, Linda Carol	08/19/2009	Active	Female	Not Hispanic or Latino White	LIBRARY ASSISTANT
Ferolo, George D.	09/14/2002	Active	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Fioccola, Pasquale	02/23/2004	Terminated	Male	Not Hispanic or Latino White	Firefighter
Flanagan, Margaret M	08/18/2005	Active	Female	Not Hispanic or Latino White	DIRECTOR LIBRARY
Frey, Michael	07/01/1979	Active	Male	Not Hispanic or Latino White	Driver/Laborer
Gibbs, Andrew	08/15/2016	Active	Male	Not Hispanic or Latino White	MIS TECH SUPPORT
Gibson, Adam G	04/01/2005	Active	Male	Not Hispanic or Latino White	POLICEMAN
Giglio, Frank A	06/15/2006	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Giglio, Frank G	06/16/2008	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Giordano, Barbara	11/01/1980	Retired	Female	Not Hispanic or Latino White	DIRECTOR LIBRARY
Giovenco, James	08/01/2013	Active	Male	Not Hispanic or Latino White	Maintenance
Giuffre, John	06/01/1987	Retired	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Graziani, Lido A.	07/01/1999	Active	Male	Not Hispanic or Latino White	POLICEMAN
Graziano, Salvador	12/12/2011	Terminated	Male	Not Hispanic or Latino White	LIBRARY PAGE
Greco, Anthony G.	03/01/1999	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Green, Nicholas G	01/04/2013	Active	Male	Not Hispanic or Latino White	LIBRARY PAGE
Greiffelt, Kenneth	03/01/1993	Active	Male	Not Hispanic or Latino White	FIRE CAPTAIN
Gucciardo, David	04/07/1997	Active	Male	Not Hispanic or Latino White	POLICEMAN
Guzzo, Frank	09/23/2002	Active	Male	Not Hispanic or Latino White	Plning Zning member
Gvist, Brian	07/07/1997	Retired	Male	Not Hispanic or Latino White	Police Investigator

Harty, Mark	03/01/2002	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Hilgenberg, David	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICEMAN
Hopkins, Rose	09/22/2014	Terminated	Female	Not Hispanic or Latino White	Youth Service Ass't
Humpf, Stéphen F	08/01/2007	Active	Male	Not Hispanic or Latino White	Foreman Street
Hutchinson, Alvin G	10/20/2012	Terminated	Male	Not Hispanic or Latino White	Operator front desk
Iannelli, Anthony	11/10/2014	Active	Male	Not Hispanic or Latino White	Maintenance
Iannelli, Armando	03/10/2003	Active	Male	Not Hispanic or Latino White	SUPT. MECH/ELEC
Iannelli, Sabato	08/01/2002	Active	Male	Not Hispanic or Latino White	MECHANIC
Iannelli, Sabino	04/16/2015	Active	Male	Not Hispanic or Latino White	LABORER
Iosco, Denise	08/01/1997	Active	Female	Not Hispanic or Latino White	TREASURER
Italia, Cathleen	05/01/1997	Terminated	Female	Not Hispanic or Latino White	TRUSTEE
Jarecki, Brian	04/01/2001	Active	Male	Not Hispanic or Latino White	POLICEMAN
Julian, Mary	04/24/2006	Retired	Female	Not Hispanic or Latino White	SPECIAL PROJECTS
Kalnicky, Charles	06/05/2001	Active	Male	Not Hispanic or Latino White	LABORER
Karabatsos, Elaine	05/01/2001	Terminated	Female	Not Hispanic or Latino White	TRIP COORDINATOR
Karabatsos, James	09/15/1995	Active	Male	Not Hispanic or Latino White	FIRE CAPTAIN
Kay, Michael	05/19/2016	Active	Male	Not Hispanic or Latino White	Security Special Projects
Keir, Margaret	11/24/2014	Terminated	Female	Not Hispanic or Latino White	LIBRARY ASSISTANT
Klugger, Kathy	07/07/1997	Retired	Female	Not Hispanic or Latino White	CLERK
Klugger, Nick M.	05/01/2002	Active	Male	Not Hispanic or Latino White	Firefighter
Klugger, Richard W.	05/01/2005	Active	Male	Not Hispanic or Latino White	Firefighter
Kohut, Robert W.	10/12/2008	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Korsch, Chris W	01/09/2006	Active	Male	Not Hispanic or Latino White	POLICE SERGEANT
Krawczyk, Ashlee	12/05/2011	Terminated	Female	Not Hispanic or Latino White	LIBRARY PAGE
Kreff, Barbara	08/04/2000	Retired	Female	Not Hispanic or Latino White	PURCHASING DIRECTOR
Lagioia, Michael	09/23/2002	Active	Male	Not Hispanic or Latino White	ASST. SUPT. S&W
LaGioia, Sandra F	11/17/2014	Active	Female	Not Hispanic or Latino White	ACCTS. PAYABLE CLRK
Laino, Jojette	03/01/1995	Active	Female	Not Hispanic or Latino White	SECRETARY TO POLICE CHIEF
LaMontagna, Pat	05/01/2014	Active	Male	Not Hispanic or Latino White	Maintenance
Lascola, Orlando	04/07/1997	Active	Male	Not Hispanic or Latino White	Police Juvenile Officer
LeGal, Guy	04/01/2014	Active	Male	Not Hispanic or Latino White	Firefighter
Legittino, Marisa	01/17/2011	Terminated	Female	Not Hispanic or Latino White	Youth Service Ass't
Leverenz, Ted	12/01/2007	Deceased	Male	Not Hispanic or Latino White	Water Shed
Lichtenberger, Scot R.	11/01/2002	Terminated	Male	Not Hispanic or Latino White	Foreman Street
Lichter, Michael	05/08/1995	Active	Male	Not Hispanic or Latino White	POLICEMAN
Loiacono, Anthony	02/09/2016	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Loochtan, Joseph A	12/14/2006	Terminated	Male	Not Hispanic or Latino White	CUSTOMER SERVICE OFFICER
Loochtan, Mark	08/01/2003	Terminated	Male	Not Hispanic or Latino White	POLICE DETECTIVE
Lorenzo Jr, Sebastian	08/28/2007	Active	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Lorenzo, Sebastian	04/01/2000	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Loresch, Anthony J	02/23/2004	Active	Male	Not Hispanic or Latino White	Firefighter
Lozano, Bethel	06/06/2016	Terminated	Female	Not Hispanic or Latino White	Camp Fun
Lullo, John P	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Macino, Vito	11/01/1987	Retired	Male	Not Hispanic or Latino White	Firefighter
Maiello Gluecklich, Cynthia	11/24/1986	Terminated	Female	Not Hispanic or Latino White	DIRECTOR LIBRARY
Maiello, Nunzio	03/01/1993	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Manzo, Gennaro	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICE DETECTIVE
Manzo, Rosanna	06/08/2015	Terminated	Female	Not Hispanic or Latino White	Camp Fun
Marchetti, Michael	05/21/2015	Active	Male	Not Hispanic or Latino White	HEALTH INSPECTOR
Marella, Nancy	02/15/1980	Active	Female	Not Hispanic or Latino White	SECRETARY BLDG CMSR
Marella, Peter	03/01/1993	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Mariani, Roger	09/15/1995	Retired	Male	Not Hispanic or Latino White	Firefighter
Marine, Gary M	06/09/2003	Active	Male	Not Hispanic or Latino White	DIR OF PUBLIC WORKS
Matarrese, Frank	12/01/1999	Active	Male	Not Hispanic or Latino White	Youth Supervisor

McMillan, Jennifer L	01/26/2005	Terminated	Female	Not Hispanic or Latino	White	Dial-A-Ride Operator
Menolascino, John A	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Mentone, Ronald J	05/16/2013	Active	Male	Not Hispanic or Latino	White	ASST PROSECUTOR
Misasi, Frank E	01/02/2013	Terminated	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Modugno, John	05/01/2001	Active	Male	Not Hispanic or Latino	White	YOUTH BRD. MEMBER
Morella, Steven	03/01/1993	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Moss, Devon T	04/01/2005	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Murphy, Frank J	03/01/2014	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Napier Jr, Arthur	08/26/2013	Terminated	Male	Not Hispanic or Latino	White	Security Special Projects
Nardella, Robert V.	06/02/2003	Terminated	Male	Not Hispanic or Latino	White	INSPECTOR
Nardiello, Diana M.	11/01/2002	Active	Female	Not Hispanic or Latino	White	Sr. Accounts Payable Clerk
Nardiello, Frank	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Nardiello, Theresa	06/18/2007	Active	Female	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Natale, Dennis	03/16/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Nicholas, Vincent	01/23/2016	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Nocita, Frank S.	12/13/2002	Terminated	Male	Not Hispanic or Latino	White	Railroad Safety Offi
Nocita, Phillip J.	10/01/1998	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Nocita, Phillip P	04/05/2007	Active	Male	Not Hispanic or Latino	White	Sergeant
Nocita, Rosemary A.	11/25/1997	Terminated	Female	Not Hispanic or Latino	White	PAYROLL
Nowicki, James	05/01/1987	Retired	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Olson, Douglas	09/01/1977	Active	Male	Not Hispanic or Latino	White	Director fo Strategic Initiatives BusDev
Olson, Thomas	10/25/1977	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Otmaskin, Mark	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Padula, Joseph	11/01/1987	Retired	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Palermo, Francesco	09/16/2007	Active	Male	Not Hispanic or Latino	White	Firefighter
Palermo, Mario	10/01/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Panico III, Louis	04/01/2007	Terminated	Male	Not Hispanic or Latino	White	COMPTROLLER
Panico, Joseph	12/01/2011	Active	Male	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Panuncialman, Nicholas	06/10/2013	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Panzani, Joseph	01/05/2015	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Paolantonio, John J	05/01/2003	Active	Male	Not Hispanic or Latino	White	Maintenance
Paolantonio, Mary Ann	05/01/1997	Active	Female	Not Hispanic or Latino	White	Village Clerk
Pesce, Steve	01/09/2006	Active	Male	Not Hispanic or Latino	White	Police Tactical SGT
Piemonte, Christine	11/03/2014	Active	Female	Not Hispanic or Latino	White	Director of Human Resources
Piemonte, Kathleen M	10/08/2012	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Pieranunzi, Frank	05/16/2015	Active	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Pilati, Dominic R.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Pitassi, Sam	07/01/1974	Active	Male	Not Hispanic or Latino	White	POLICE DEPT. CHIEF
Pitassi, Sam J	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Pones Jr., Anthony	11/15/1974	Leave	Male	Not Hispanic or Latino	White	INSPECTOR
Pope, Frank	08/11/1997	Active	Male	Not Hispanic or Latino	White	PL To Brd Trustees
Pope, Frank John	06/01/2009	Active	Male	Not Hispanic or Latino	White	Firefighter
Posner, Justin	08/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Potamianos, William G.	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Powers, Donna M	08/01/2008	Active	Female	Not Hispanic or Latino	White	Asst. Deputy Director
Pretzie, Rocco	04/01/2005	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Prignano, Anthony C	11/16/2004	Terminated	Male	Not Hispanic or Latino	White	LIBRARY MAINTENANCE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Principe, James G.	08/25/1997	Terminated	Male	Not Hispanic or Latino	White	IT Director
Provenzano, James	04/01/1996	Retired	Male	Not Hispanic or Latino	White	STREET SUPERINTEND.
Pulkownik, Petè	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Raffaelli, Anthony	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Raffaelli, Claudia	03/02/2009	Active	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC

Ranieri, Barbara	05/01/1993	Terminated	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Luigi B	05/01/2007	Active	Male	Not Hispanic or Latino	White	Fleet Controller I
Rauzi, Mark J	08/25/2009	Active	Male	Not Hispanic or Latino	White	FIRE POLICE COMMISSIONER
Ricciardi, Dante	09/06/2014	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Rich, Bill	04/04/1987	Active	Male	Not Hispanic or Latino	White	CIVIC CENTER MAINT.
Richter, Daniel	02/01/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Rieger, Mark	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rinella, Charles	04/07/1997	Terminated	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rogowski, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	PD Deputy Chief
Rosa, Joseph P	02/03/2005	Active	Male	Not Hispanic or Latino	White	Operator Senior Building
Sabatino, Anthony	07/01/2003	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Saether, Terry N	05/01/2012	Active	Male	Not Hispanic or Latino	White	LABORER
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sansone, James	04/02/2007	Terminated	Male	Not Hispanic or Latino	White	PLUMBING INSPECTOR
Sami, Wesley	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sartore, Ralph	08/11/1997	Terminated	Male	Not Hispanic or Latino	White	Combined Plan/Zoning
Savaglio, Denise	06/06/2005	Terminated	Female	Not Hispanic or Latino	White	Circulation Tech
Saviozzi, Stefano	03/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Scanio, Salvatore	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Ass't Chief
Scarpelli, Giuseppe A	07/01/2013	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Scatchell, John A	01/07/2013	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Schiller, James	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schillinger, John E.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	DIRECTOR ESPS
Schwartz, Stephanie	06/01/1991	Active	Female	Not Hispanic or Latino	White	ADMINISTRATION ESPS
Scudiero, Aldo	04/16/2011	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Scudiero, Alex A	01/21/2004	Active	Male	Not Hispanic or Latino	White	POLICE DEPT MIS MANAGER
Scudiero, Anthony	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Frank	09/15/1995	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Michael J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Sepe, Frank M	02/01/2007	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Serpico, Dina	09/26/2016	Active	Female	Not Hispanic or Latino	White	Human Resources Assistant
Serpico, Michael V.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Serpico, Ralph J	01/06/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	MAYOR
Serpico, Terry	10/01/1988	Active	Male	Not Hispanic or Latino	White	Civic Center Manager
Severino, Helen	02/02/2015	Deceased	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sgobba, John S.	06/10/2002	Active	Male	Not Hispanic or Latino	White	LABORER
Shankle, Leslie	03/01/1999	Active	Female	Not Hispanic or Latino	White	POLICE SERGEANT
Shawaluk, Richard W.	05/01/1998	Active	Male	Not Hispanic or Latino	White	MID METRO TIFF
Shute, Thomas	01/20/2004	Active	Male	Not Hispanic or Latino	White	Operator front desk
Sicuro Jr, Michael N.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Director Community Development
Simurdiak, Svetlana	01/23/2013	Terminated	Female	Not Hispanic or Latino	White	CROSSING GUARD
Skeens, Vivian	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Sommes, Danny	02/21/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Sorce, Ralph	06/01/1989	Active	Male	Not Hispanic or Latino	White	BLDG. COMMISSIONER
Spata, Ronald C	10/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Spatafora, Constance	03/02/2004	Active	Female	Not Hispanic or Latino	White	CLERK
Spatafora, Nikole	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Stenberg, Dave A.	04/16/1998	Retired	Male	Not Hispanic or Latino	White	LABORER
Stoner, Erin	05/16/2016	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Sullo, Giovanni	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sullo, Marco L	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	TRUSTEE

Taddeo, August R.	09/17/1999	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Tarallo, Beth Ann	05/23/2005	Active	Female	Not Hispanic or Latino	White	Secretary
Thull, Scott	09/11/1995	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Treffens, William P.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Tropea, Giuseppe	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Tropea, Salvatore	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Ude, Timothy	02/16/2005	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Urso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Urso, Joseph	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Vaccaro, Dionisio L.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Vandyke, Christopher	11/07/2002	Active	Male	Not Hispanic or Latino	White	Foreman Sewer/Water
Vayda, Gregory S	08/17/2009	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Venute, Rocco	03/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Verde, David J.	06/01/1999	Retired	Male	Not Hispanic or Latino	White	Firefighter
Verde, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Wallace, Earl	10/01/2014	Active	Male	Not Hispanic or Latino	White	RECORDS CLERK
White, Christopher	07/20/2015	Terminated	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Wojcik, Ann Marie	01/04/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Wrosch, James	06/01/1987	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Wrosch, Jason	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Wurtz, Vincent A	06/01/2003	Active	Male	Not Hispanic or Latino	White	Firefighter
Young, Jerrid	04/15/2016	Terminated	Male	Not Hispanic or Latino	White	LIBRARY ASSISTANT

Start Date 01/01/2017
End Date 12/31/2017

Employment Profile - Eff Effective as of 08/07/2020

Payroll Name	Hire Date	Status	Gender	Ethnicity	Race Description	Job Title Description
Aguirre, Jose A	08/01/2004	Active	Male	Hispanic or Latino		Maintenance
Alcalá, Raúl	05/01/2011	Active	Male	Hispanic or Latino		CHAIRMAN
Alcalá, Raúl	11/21/2005	Active	Male	Hispanic or Latino		Maintenance
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino		TRUSTEE
Anguiano, Juana	01/16/2013	Terminated	Female	Hispanic or Latino		Youth Commission
Anguiano, Lorena	08/20/2007	Active	Female	Hispanic or Latino		CLERK
Aponte, Miguel	03/04/1985	Retired	Male	Hispanic or Latino		S&W FOREMAN
Arellano, Celia	01/02/1990	Active	Female	Hispanic or Latino		COMMUNICATIONS SUPV.
Ayala-Flores, Jynette	04/18/2016	Terminated	Female	Hispanic or Latino		LIBRARY ASSISTANT
Barduch, Eric	05/01/2017	Terminated	Not Specified	Hispanic or Latino		RiverWoods Security
Bucio, Ericka	03/01/2016	Terminated	Female	Hispanic or Latino		INSTRUCTOR
Castillas, Hector	12/12/2016	Active	Male	Hispanic or Latino		LABORER
Castillas, Sally	10/17/2016	Terminated	Female	Hispanic or Latino		Receptionist
Castro, Claudia	08/01/2015	Terminated	Female	Hispanic or Latino		Pining Zuling member
Chavez, Fernando	05/07/2008	Active	Male	Hispanic or Latino		Fleet Controller II
Chavez, Israel	07/01/1997	Active	Male	Hispanic or Latino		CODE ENFORCE INSP.
Cordero-Andrade, Elizabeth	02/14/2017	Active	Female	Hispanic or Latino		Pining Zuling member
Espinosa, Gil-Vincent	04/01/2001	Retired	Male	Hispanic or Latino		POLICEMAN
Figuerola, Anthony	06/01/2003	Terminated	Male	Hispanic or Latino		Firefighter
Figuerola, George	06/16/2014	Terminated	Male	Hispanic or Latino		Security Special Projects
Flores III, Luis A	10/01/2012	Active	Male	Hispanic or Latino		Police Tactical
Flores, Santos	06/22/2005	Active	Male	Hispanic or Latino		Foreman Sewer/Water
Garcia Gomez, Natalia	02/02/2017	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Godínez, Epignenio	05/23/2016	Active	Male	Hispanic or Latino		Maintenance
Gonzalez, George	10/01/2017	Active	Male	Hispanic or Latino		Security Special Projects
Gutierrez, Eric	06/01/2015	Active	Male	Hispanic or Latino		POLICEMAN
Gutierrez, Leticia A	09/02/2014	Terminated	Female	Hispanic or Latino		HISPANIC COMMUNICATION DIREC
Gutierrez, Rocky	05/01/2012	Active	Male	Hispanic or Latino		Firefighter
Guzman, Eddie	04/01/2003	Active	Male	Hispanic or Latino		POLICE LIEUTENANT
Guzman, Juan F	04/05/2007	Active	Male	Hispanic or Latino		POLICEMAN
Juan, Jeffrey O.	10/01/1999	Terminated	Male	Hispanic or Latino		POLICE DETECTIVE
Lomeli, Leticia	06/01/2001	Leave	Female	Hispanic or Latino		CLERK
Lomeli, Ruben	07/11/2016	Active	Male	Hispanic or Latino		POLICEMAN
Lorenzo III, Sebastian	06/07/2017	Terminated	Male	Hispanic or Latino		Intern
Lozano, Everardo B	04/17/2006	Active	Male	Hispanic or Latino		Forman Landscaping
Macías, Jesse	02/01/2013	Active	Male	Hispanic or Latino		Asst. Chamber of Commerce
Macías, Judith De La Mora	05/16/2013	Active	Female	Hispanic or Latino		DIR HISPANIC BUS DEV & HIS SENI
Migilone, Vito	10/01/1999	Active	Male	Hispanic or Latino		POLICEMAN
Montes, Gandolfa	01/26/1987	Active	Female	Hispanic or Latino		CROSSING GUARD
Montoya, Mario	02/15/2000	Active	Male	Hispanic or Latino		YOUTH BRD. MEMBER
Montoya, Pedro	07/07/2014	Active	Male	Hispanic or Latino		POLICEMAN
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino		TRUSTEE
Mota, Nora	10/24/2013	Terminated	Female	Hispanic or Latino		LIBRARY ASSISTANT
Negron, Vivian M	09/02/2014	Terminated	Female	Hispanic or Latino		LIBRARY PAGE
Nicosta, Elisa	04/01/2003	Active	Male	Hispanic or Latino		POLICEMAN
Nicosta, Elisa	05/20/2013	Active	Female	Hispanic or Latino		CSO OFFICER
Ojeda, Blanca	09/10/2016	Terminated	Female	Hispanic or Latino		Teacher-CID
Orona, Vito	07/08/2011	Terminated	Male	Hispanic or Latino		Security Special Projects
Orozco, Eric	07/20/2015	Active	Male	Hispanic or Latino		POLICEMAN

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Orozco, Gloria I	05/01/2014	Active	Female	Hispanic or Latino	Operator front desk
Orozco, Stephanie	07/05/2016	Terminated	Female	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Ortega, Rigoberto	09/18/2000	Active	Male	Hispanic or Latino	Machine Operator
Ortiz, Jessica	07/07/2014	Active	Female	Hispanic or Latino	POLICE WOMAN
Pacheco, Jose	06/12/2017	Terminated	Male		SUMMER STREET DEPT.
Perez, Lizet R	06/06/2005	Active	Female	Hispanic or Latino	ASS'T SUPERVISOR
Pocica, John	01/24/2017	Terminated	Male		RiverWoods Security
Rafflores, Vanessa A	05/01/2014	Active	Female	Hispanic or Latino	Plining Zning member
Recinos, Michael	04/07/1997	Retired	Male	Hispanic or Latino	POLICEMAN
Reyes, Jose L	04/02/2007	Active	Male	Hispanic or Latino	LABORER
Rodriguez, Alfonso	04/01/2001	Active	Male	Hispanic or Latino	Sergeant
Rodriguez, Alyana	09/01/2016	Active	Female	Hispanic or Latino	CLERK
Rodriguez, Bernardino	09/18/2000	Active	Male	Hispanic or Latino	LABORER
Rodriguez, Raul	07/01/1999	Active	Male	Hispanic or Latino	Administrative Division Commander
Rojas, Carlos E	06/01/2006	Active	Male	Hispanic or Latino	HISPANIC COMMUNICATION DIREC
Rojas, Feliciano	03/16/2008	Retired	Male	Hispanic or Latino	Maintenance
Ruiz, Yesinia	11/24/2014	Terminated	Female	Hispanic or Latino	LIBRARY CIRC. CLERK
Salgado, Juan	11/03/2015	Terminated	Male	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Sanchez, Cid	05/31/2006	Active	Male	Hispanic or Latino	INSPECTOR
Sanchez, Daniel A	04/23/2016	Terminated	Male	Hispanic or Latino	CUSTOMER SERVICE OFFICER
Sanchez, Jessica	07/17/2013	Active	Female	Hispanic or Latino	Camp Fun
Simental, Leticia	03/25/2015	Active	Female	Hispanic or Latino	CROSSING GUARD
Soto, Juan C	04/06/2010	Terminated	Male	Hispanic or Latino	LABORER
Tapia, Carmen	06/09/1997	Active	Female	Hispanic or Latino	YOUTH BRD. MEMBER
Tejeda, Jesus Jr.	04/01/2005	Active	Male	Hispanic or Latino	POLICEMAN
Terrones, Josh	06/09/2003	Active	Male	Hispanic or Latino	LABORER
Terrones, Marlene	05/19/1998	Active	Female	Hispanic or Latino	DEPUTY REGISTRAR
Trujillo, Veronica	01/05/2006	Active	Female	Hispanic or Latino	Circulation assistant
Urrutia, Eliza	03/19/2001	Active	Female	Hispanic or Latino	RECORDS CLERK
Vargas, Isidro	06/23/2003	Active	Male	Hispanic or Latino	Assistant Superintendant
Vargas, Martha P.	06/15/1999	Active	Female	Hispanic or Latino	CLERK
Vazquez, Rosita	12/27/2001	Active	Female	Hispanic or Latino	WATER BILL CLERK
Velasquez, Orlando	06/03/2013	Terminated	Male	Hispanic or Latino	INSPECTOR
Velasquez, Jose	07/07/2014	Active	Male	Hispanic or Latino	POLICE DETECTIVE
Villanueva, Jose	06/09/1997	Active	Male	Hispanic or Latino	Foreman Street
Villegas, Luis	10/16/1989	Active	Male	Hispanic or Latino	S&W FOREMAN
Fogg, Chane	04/01/2005	Active	Male	Not Hispanic or Latino Asian	POLICEMAN
Baker, Wilma J	08/22/2008	Active	Female	Not Hispanic or Latino Black or African American	CROSSING GUARD
Gregory, Julia M	04/19/2007	Active	Female	Not Hispanic or Latino Black or African American	Ass't Reference
Hart, Cynthia L	11/09/2004	Terminated	Female	Not Hispanic or Latino Black or African American	CROSSING GUARD
Lavalais, Kyll	06/01/1992	Retired	Male	Not Hispanic or Latino Black or African American	POLICE LIEUTENANT
Portee Jr., Cecil	10/09/1989	Active	Male	Not Hispanic or Latino Black or African American	STREET DRIVER LABOR
Walls, Alisha	08/19/2014	Terminated	Female	Not Hispanic or Latino Black or African American	LIBRARY PAGE
Williams, Angela D.	08/11/1997	Terminated	Female	Not Hispanic or Latino Black or African American	DESK OFFICER
Williams, Carl	09/16/2008	Active	Male	Not Hispanic or Latino Black or African American	AUXILIARY POLICE
Boonma, Burton	09/16/2017	Active	Male	Not Hispanic or Latino Native Hawaiian or Other I	Firefighter
Alsouri, Ibrahim	10/07/2016	Terminated	Male	Not Hispanic or Latino Two or more races	CROSSING GUARD
Islami, Florim	09/15/1995	Active	Male	Not Hispanic or Latino Two or more races	FIRE CAPTAIN
Valenta, Andjelko	02/01/2017	Terminated	Male	Not Hispanic or Latino Two or more races	RiverWoods Security
Abello, Carmelo	01/11/1993	Terminated	Male	Not Hispanic or Latino White	Lead Utility Locator
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino White	TRUSTEE
Adams, Daniel J.	05/01/2001	Active	Male	Not Hispanic or Latino White	Building Inspector
Alardo, Aaron	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Alfano, Maria	12/06/1982	Retired	Female	Not Hispanic or Latino White	CROSSING GUARD

Aliasi, Gilso	01/16/2003	Active	Male	Not Hispanic or Latino White	LABORER
Amabile, John	09/01/1999	Terminated	Male	Not Hispanic or Latino White	CODE ENFORCE INSP.
Amabile, John Joseph	06/01/2015	Active	Male	Not Hispanic or Latino White	Police Tactical
Andersen, Eric	08/01/2006	Active	Male	Not Hispanic or Latino White	Firefighter
Anzaidi, Robert S	10/01/2013	Active	Male	Not Hispanic or Latino White	POLICE DETECTIVE
Barone, Anthony M.	02/01/2000	Active	Male	Not Hispanic or Latino White	Firefighter
Barone, Michael	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Barone, Nello	04/07/1997	Terminated	Male	Not Hispanic or Latino White	POLICEMAN
Bartemio, Leonard J.	04/01/2003	Active	Male	Not Hispanic or Latino White	Police Tactical
Battaglia, Richard	05/01/2001	Terminated	Male	Not Hispanic or Latino White	Ass't Dir Community Development
Battisto, John	10/05/1982	Retired	Male	Not Hispanic or Latino White	S&W DRIVER LABORER
Beltrame, Michael	06/01/1999	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Beltrame, Richard	06/01/1981	Active	Male	Not Hispanic or Latino White	FIRE DEPT. CHIEF
Bianchi, William	03/17/2011	Active	Male	Not Hispanic or Latino White	POLICEMAN
Bianco, Kimberly	03/10/2014	Terminated	Female	Not Hispanic or Latino White	LIBRARY PAGE
Blumberg, Steve	03/13/1987	Retired	Male	Not Hispanic or Latino White	S&W LABORER
Bond, Shawn R.	09/01/2001	Active	Male	Not Hispanic or Latino White	Firefighter
Brandon, Charles	03/01/2013	Active	Male	Not Hispanic or Latino White	Security Special Projects
Cacciatore, Eugene J.	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICE SERGEANT
Caia, Peter	12/01/2016	Active	Male	Not Hispanic or Latino White	Special Assistant to Police Chief
Calabria, Robert	05/01/1989	Active	Male	Not Hispanic or Latino White	Computer Technician
Camaci, Giovanni	01/18/2016	Active	Male	Not Hispanic or Latino White	LABORER
Campanelli, Frank J	02/16/2005	Active	Male	Not Hispanic or Latino White	Firefighter
Campanelli, William	03/01/1993	Active	Male	Not Hispanic or Latino White	Ass't Chief
Campo, Marco	07/01/2012	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Capece, Francesco	12/05/2016	Active	Male	Not Hispanic or Latino White	LABORER
Cappello III, Joseph	12/11/2016	Deceased	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Capra, Carl J	06/01/2003	Active	Male	Not Hispanic or Latino White	CODE ENFORCE INSP.
Caputo, Michael A.	06/01/1997	Active	Male	Not Hispanic or Latino White	CHAIRMAN
Carey, Brian W	09/01/2003	Active	Male	Not Hispanic or Latino White	PROSECUTOR
Carpanzano, Frank A	06/02/2008	Active	Male	Not Hispanic or Latino White	LABORER
Carpanzano, Michael	01/16/1992	Active	Male	Not Hispanic or Latino White	S&W SUPERTINTEND
Carpanzano, Michael S	06/06/2016	Terminated	Male	Not Hispanic or Latino White	SUMMER HELP
Carporelli, Dominic Joseph	06/02/2014	Terminated	Male	Not Hispanic or Latino White	SUMMER STREET DEPT.
Casala, Robert	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Castellan, Giovanni	07/11/2016	Active	Male	Not Hispanic or Latino White	POLICEMAN
Castellan, Michael A.	07/15/1983	Active	Male	Not Hispanic or Latino White	Dir of Licensing and Enforcement
Cernaueske, James	06/15/1974	Active	Male	Not Hispanic or Latino White	Safety Director
Cernaueske, Jason E	02/16/2005	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Cervone Jr, John	03/16/2011	Active	Male	Not Hispanic or Latino White	Firefighter
Cervone, John G.	05/01/2001	Active	Male	Not Hispanic or Latino White	Pling Zning member
Cesarini, Angelo	09/17/1999	Active	Male	Not Hispanic or Latino White	Firefighter
Chiappetta, Sam J.	04/01/2003	Active	Male	Not Hispanic or Latino White	Police Tactical Lieutenant
Ciancio, Rosalba	05/02/2010	Active	Female	Not Hispanic or Latino White	LIBRARY PAGE
Ciancio, Rose	01/06/2016	Active	Female	Not Hispanic or Latino White	LIBRARY CIRC. CLERK
Ciancio, Sam	02/01/2000	Active	Male	Not Hispanic or Latino White	FIRE CAPTAIN
Cimino, Anthony	06/01/2015	Leave	Male	Not Hispanic or Latino White	PURCHASING-DIRECTOR
Coco, Edward L.	06/09/1997	Active	Male	Not Hispanic or Latino White	Spec Ass't to Mayor
Coduti, James J	07/24/2017	Active	Male	Not Hispanic or Latino White	POLICEMAN
Coduti, James J	07/24/2017	Terminated	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Cushion, Lawrence A	02/22/2016	Active	Male	Not Hispanic or Latino White	Maintenance
Cusumano, Charles F	06/26/2006	Terminated	Male	Not Hispanic or Latino White	Maintenance
Dalitto, Richie R	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Damico, Lisa	04/01/2012	Active	Female	Not Hispanic or Latino White	PROSECUTOR

Damron, Vaughn S.	04/05/2007	Active	Male	Not Hispanic or Latino White	POLICEMAN
Datoli, Angelo	09/01/2015	Active	Male	Not Hispanic or Latino White	Firefighter
Decarlo Jr, Michael D	04/01/2005	Active	Male	Not Hispanic or Latino White	POLICEMAN
DeCarlo, Anthony	01/19/2016	Active	Male	Not Hispanic or Latino White	Firefighter
DeCarlo, Joseph	06/20/2016	Active	Male	Not Hispanic or Latino White	POLICEMAN
Dejullus, Alex	01/01/2012	Deceased	Male	Not Hispanic or Latino White	COMMUNITY JOBS LIAISON
Delpercio, James P.	02/15/2001	Active	Male	Not Hispanic or Latino White	Firefighter
Demaria, James A.	05/22/2006	Active	Male	Not Hispanic or Latino White	MINI-BUS DRIVER
Devita, Michael	09/18/2000	Active	Male	Not Hispanic or Latino White	LABORER
Di Fazlo, Peggy	05/27/1997	Active	Female	Not Hispanic or Latino White	DIR. SPEC. EVENTS
Di Fazlo, Victor	08/11/1997	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Difazio, Dominic L	06/01/2003	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Digenova, Vincenzo	02/01/2007	Retired	Male	Not Hispanic or Latino White	RiverWoods Security
Dimaio, Dino B.	08/10/1987	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Dindia, Frank Anthony	05/22/2008	Active	Male	Not Hispanic or Latino White	LABORER
Dindia, Patricia A.	03/02/1998	Active	Female	Not Hispanic or Latino White	SECRETARY TO THE MAYOR
Dindia, Salvatore N	10/02/2009	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Dollar, Alyssa	07/11/2016	Terminated	Female	Not Hispanic or Latino White	POLICE WOMAN
Dote, Carl R	12/01/2012	Active	Male	Not Hispanic or Latino White	DESK
Eglzio, Angelo B.	05/01/2007	Active	Male	Not Hispanic or Latino White	LABORER
Eleuteri, Michael	10/01/1996	Active	Male	Not Hispanic or Latino White	MINI-BUS DRIVER
Eleuteri, Peter	06/01/1996	Active	Male	Not Hispanic or Latino White	COORDINATOR ECONOMIC DEVE
Esposito, Pasquale	06/01/1997	Active	Male	Not Hispanic or Latino White	Secretary
Farmer, Darrell	08/02/1999	Active	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Fatta, Louis V	07/01/2014	Active	Male	Not Hispanic or Latino White	Director of Security
Felske, Linda Carol	08/19/2009	Active	Female	Not Hispanic or Latino White	LIBRARY ASSISTANT
Ferolo, George D.	09/14/2002	Active	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Fioccola, Pasquale	02/23/2004	Terminated	Male	Not Hispanic or Latino White	Firefighter
Fiofa, Nicholas	09/16/2017	Active	Male	Not Hispanic or Latino White	Firefighter
Flanagan, Margaret M	08/18/2005	Active	Female	Not Hispanic or Latino White	DIRECTOR LIBRARY
Frey, Michael	07/01/1979	Active	Male	Not Hispanic or Latino White	Driver/Laborer
Fruila, Richard	09/16/2017	Active	Female	Not Hispanic or Latino White	RiverWoods Security
Gibbs, Andrew	08/15/2016	Active	Male	Not Hispanic or Latino White	MIS TECH SUPPORT
Gibson, Adam G	04/01/2005	Active	Male	Not Hispanic or Latino White	POLICEMAN
Giglio, Frank A	06/15/2006	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Giglio, Frank G	06/16/2008	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Giovenco, James	08/01/2013	Active	Male	Not Hispanic or Latino White	Maintenance
Giuffre, John	06/01/1987	Retired	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Graziani, Lido A.	07/01/1999	Active	Male	Not Hispanic or Latino White	POLICEMAN
Greco, Anthony G.	03/01/1999	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Green, Nicholas G	01/04/2013	Active	Male	Not Hispanic or Latino White	LIBRARY PAGE
Greifelt, Kenneth	03/01/1993	Active	Male	Not Hispanic or Latino White	FIRE CAPTAIN
Gucciardo, David	04/07/1997	Active	Male	Not Hispanic or Latino White	POLICEMAN
Guzzo, Frank	09/23/2002	Active	Male	Not Hispanic or Latino White	Pining Zning member
Gvist, Brian	07/07/1997	Retired	Male	Not Hispanic or Latino White	Police Investigator
Harty, Mark	03/01/2002	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Hilgenberg, David	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICEMAN
Humpf, Stephen F	06/01/2007	Active	Male	Not Hispanic or Latino White	Foreman Street
Hutchinson, Alvin G	10/20/2012	Terminated	Male	Not Hispanic or Latino White	Operator front desk
Iannelli, Anthony	11/10/2014	Active	Male	Not Hispanic or Latino White	Maintenance
Iannelli, Armando	03/10/2003	Active	Male	Not Hispanic or Latino White	SUPT. MECH/ELEC
Iannelli, Sabato	08/01/2002	Active	Male	Not Hispanic or Latino White	MECHANIC
Iannelli, Sabino	04/16/2015	Active	Male	Not Hispanic or Latino White	LABORER
Iosco, Denise	08/01/1997	Active	Female	Not Hispanic or Latino White	TREASURER

Jarecki, Brian	04/01/2001	Active	Male	Not Hispanic or Latino White	POLICEMAN
Julian, Mary	04/24/2006	Retired	Female	Not Hispanic or Latino White	SPECIAL PROJECTS
Kainicky, Charles	06/05/2001	Active	Male	Not Hispanic or Latino White	LABORER
Karabatsos, Elaine	05/01/2001	Terminated	Female	Not Hispanic or Latino White	TRIP COORDINATOR
Karabatsos, James	09/15/1995	Active	Male	Not Hispanic or Latino White	FIRE CAPTAIN
Kay, Michael	05/19/2016	Active	Male	Not Hispanic or Latino White	Security Special Projects
Klugger, Kathy	07/07/1997	Retired	Female	Not Hispanic or Latino White	CLERK
Klugger, Nick M.	05/01/2002	Active	Male	Not Hispanic or Latino White	Firefighter
Klugger, Richard W.	05/01/2005	Active	Male	Not Hispanic or Latino White	Firefighter
Kohut, Robert W.	10/12/2008	Active	Male	Not Hispanic or Latino White	RiverWoods Security
Korsch, Chris W	01/09/2006	Active	Male	Not Hispanic or Latino White	POLICE SERGEANT
Krawczyk, Ashlee	12/05/2011	Terminated	Female	Not Hispanic or Latino White	LIBRARY PAGE
Kreft, Barbara	08/04/2000	Retired	Female	Not Hispanic or Latino White	PURCHASING DIRECTOR
Lagolia, Michael	09/23/2002	Active	Male	Not Hispanic or Latino White	ASST. SUPT. S&W
Lagolia, Sandra F	11/17/2014	Active	Female	Not Hispanic or Latino White	ACCTS. PAYABLE CLERK
LaGioia, Vincent Anthony	06/02/2014	Active	Male	Not Hispanic or Latino White	LABORER
Lalino, Jolette	03/01/1995	Active	Female	Not Hispanic or Latino White	SECRETARY TO POLICE CHIEF
LaMontagna, Pat	05/01/2014	Active	Male	Not Hispanic or Latino White	Maintenance
Lascola, Orlando	04/07/1997	Active	Male	Not Hispanic or Latino White	Police Juvenile Officer
LeGal, Guy	04/01/2014	Active	Male	Not Hispanic or Latino White	Firefighter
Leverenz, Ted	12/01/2007	Deceased	Male	Not Hispanic or Latino White	Water Shed
Lichter, Michael	05/08/1995	Active	Male	Not Hispanic or Latino White	POLICEMAN
Loochian, Joseph A	12/14/2006	Terminated	Male	Not Hispanic or Latino White	CUSTOMER SERVICE OFFICER
Lorenzo Jr, Sebastian	08/28/2007	Active	Male	Not Hispanic or Latino White	AUXILIARY POLICE
Lorenzo, Sebastian	04/01/2000	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Loresch, Anthony J	02/23/2004	Active	Male	Not Hispanic or Latino White	Firefighter
Lozano, Bethael	06/06/2016	Terminated	Female	Not Hispanic or Latino White	Camp Fun
Lullo, John P	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Macino, Vito	11/01/1987	Retired	Male	Not Hispanic or Latino White	Firefighter
Maiello Giuseppe, Cynthia	11/24/1986	Terminated	Female	Not Hispanic or Latino White	DIRECTOR LIBRARY
Maiello, Nunzio	03/01/1993	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Manzo, Gennaro	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICE DETECTIVE
Manzo, Rosanna	06/08/2015	Terminated	Female	Not Hispanic or Latino White	Camp Fun
Marchetti, Michael	05/21/2015	Active	Male	Not Hispanic or Latino White	HEALTH INSPECTOR
Marrella, Nancy	02/15/1980	Active	Female	Not Hispanic or Latino White	SECRETARY BLDG CMRS
Marella, Peter	03/01/1993	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Mariani, Roger	09/15/1995	Retired	Male	Not Hispanic or Latino White	Firefighter
Marine, Gary M	06/09/2003	Active	Male	Not Hispanic or Latino White	DIR. OF PUBLIC WORKS
Matarrese, Frank	12/01/1999	Active	Male	Not Hispanic or Latino White	Youth Supervisor
McMillan, Jennifer L	01/26/2005	Terminated	Female	Not Hispanic or Latino White	Dial-A-Ride Operator
Memolascino, John A	10/01/2012	Active	Male	Not Hispanic or Latino White	POLICEMAN
Mentone, Ronald J	05/16/2013	Active	Male	Not Hispanic or Latino White	ASST PROSECUTOR
Misael, Frank E	01/02/2013	Terminated	Male	Not Hispanic or Latino White	MINI-BUS DRIVER
Modugno, John	05/01/2001	Active	Male	Not Hispanic or Latino White	YOUTH BRD. MEMBER
Morella, Steven	03/01/1993	Active	Male	Not Hispanic or Latino White	Asst Chief
Moss, Devon T	04/01/2005	Terminated	Male	Not Hispanic or Latino White	POLICEMAN
Murphy, Frank J	03/01/2014	Active	Male	Not Hispanic or Latino White	Security Special Projects
Napier Jr, Arthur	08/26/2013	Terminated	Male	Not Hispanic or Latino White	Security Special Projects
Nardiello, Diana M.	11/01/2002	Active	Female	Not Hispanic or Latino White	Sr. Accounts Payable Clerk
Nardiello, Frank	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Nardiello, Theresa	06/18/2007	Active	Female	Not Hispanic or Latino White	YOUTH COMM. SUPV.
Natale, Dennis	03/16/2008	Active	Male	Not Hispanic or Latino White	POLICEMAN
Nicholas, Vincent	01/23/2016	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino White	TRUSTEE

Nocita, Frank S.	12/13/2002	Terminated	Male	Not Hispanic or Latino White	Railroad Safety Offi
Nocita, Phillip J.	10/01/1998	Active	Male	Not Hispanic or Latino White	CODE ENFORCE INSP.
Nocita, Phillip P	04/05/2007	Active	Male	Not Hispanic or Latino White	Sergeant
Nowicki, James	05/01/1987	Retired	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Olson, Douglas	09/01/1977	Active	Male	Not Hispanic or Latino White	Director fo Strategic Initiatives BusDe
Olson, Thomas	10/25/1977	Active	Male	Not Hispanic or Latino White	YOUTH COMM. SUPV.
Otmaskin, Mark	03/16/2011	Active	Male	Not Hispanic or Latino White	Firefighter
Padula, Joseph	11/01/1987	Retired	Male	Not Hispanic or Latino White	FIRE CAPTAIN
Palermo, Francesco	09/16/2007	Active	Male	Not Hispanic or Latino White	Firefighter
Palermo, Mario	10/01/2004	Active	Male	Not Hispanic or Latino White	Firefighter
Panico III, Louis	04/01/2007	Terminated	Male	Not Hispanic or Latino White	COMPTROLLER
Panico, Joseph	12/01/2011	Active	Male	Not Hispanic or Latino White	LIBRARY ASSISTANT
Panuncialman, Nicholas	06/10/2013	Active	Male	Not Hispanic or Latino White	SUMMER STREET DEPT.
Panzani, Joseph	01/05/2015	Active	Male	Not Hispanic or Latino White	POLICEMAN
Paolantonio, John J	05/01/2003	Active	Male	Not Hispanic or Latino White	Maintenance
Paolantonio, Mary Ann	05/01/1997	Active	Female	Not Hispanic or Latino White	Village Clerk
Passarella III, John	03/06/2017	Terminated	Male	Not Hispanic or Latino White	Landscaping Laborer
Pesce, Steve	01/09/2006	Active	Male	Not Hispanic or Latino White	Police Tactical SGT
Piemonte, Christine	11/03/2014	Active	Female	Not Hispanic or Latino White	Director of Human Resources
Piemonte, Kathleen M	10/08/2012	Terminated	Female	Not Hispanic or Latino White	LIBRARY ASSISTANT
Pieranunzi, Frank	05/16/2015	Active	Male	Not Hispanic or Latino White	SPECIAL PROJECTS
Pilati, Dominic R.	03/01/2003	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Pitassi, Sam	07/01/1974	Active	Male	Not Hispanic or Latino White	POLICE DEPT. CHIEF
Pitassi, Sam J	10/01/2012	Active	Male	Not Hispanic or Latino White	POLICEMAN
Pones Jr., Anthony	11/15/1974	Leave	Male	Not Hispanic or Latino White	INSPECTOR
Pope, Frank	08/11/1997	Active	Male	Not Hispanic or Latino White	PL To Brd Trustees
Pope, Frank John	06/01/2009	Active	Male	Not Hispanic or Latino White	Firefighter
Posner, Justin	08/01/2014	Active	Male	Not Hispanic or Latino White	Firefighter
Potamianos, William G.	04/01/2005	Active	Male	Not Hispanic or Latino White	POLICEMAN
Powers, Donna M	08/01/2008	Active	Female	Not Hispanic or Latino White	Asst. Deputy Director
Pretzie, Rocco	04/01/2005	Retired	Male	Not Hispanic or Latino White	POLICEMAN
Prignano, Anthony C	11/16/2004	Terminated	Male	Not Hispanic or Latino White	LIBRARY MAINTENANCE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino White	TRUSTEE
Principe, James G.	08/25/1997	Terminated	Male	Not Hispanic or Latino White	IT Director
Provenzano, James	04/01/1996	Retired	Male	Not Hispanic or Latino White	STREET SUPERINTEND.
Puccio, Thomas	03/18/2017	Terminated	Male	Not Hispanic or Latino White	Security Special Projects
Pulkownik, Pete	05/01/2012	Active	Male	Not Hispanic or Latino White	Firefighter
Raffaelli, Anthony	06/01/1999	Active	Male	Not Hispanic or Latino White	FIRE LIEUTENANT
Raffaelli, Claudia	03/02/2009	Active	Female	Not Hispanic or Latino White	CODE ENFORCEMENT SEC
Ranieri, Barbara	05/01/1993	Terminated	Female	Not Hispanic or Latino White	CODE ENFORCEMENT SEC
Ranieri, Luigi B	05/01/2007	Active	Male	Not Hispanic or Latino White	Fleet Controller I
Rauzi, Mark J	08/25/2009	Active	Male	Not Hispanic or Latino White	FIRE POLICE COMMISSIONER
Ricciardi, Dante	09/06/2014	Terminated	Male	Not Hispanic or Latino White	RiverWoods Security
Rich, Bill	04/04/1987	Active	Male	Not Hispanic or Latino White	CIVIC CENTER MAINT.
Richter, Daniel	02/01/2008	Active	Male	Not Hispanic or Latino White	POLICEMAN
Rieger, Mark	07/07/1997	Active	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Rinella, Charles	04/07/1997	Terminated	Male	Not Hispanic or Latino White	POLICE LIEUTENANT
Rogowski, Steven	03/01/1997	Active	Male	Not Hispanic or Latino White	PD Deputy Chief
Rosa, Joseph P	02/03/2005	Active	Male	Not Hispanic or Latino White	Operator Senior Building
Sabatino, Anthony	07/01/2003	Active	Male	Not Hispanic or Latino White	INSPECTOR
Saether, Terry N	05/01/2012	Active	Male	Not Hispanic or Latino White	LABORER
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino White	LIBRARY CIRC. CLERK
Sansone, James	04/02/2007	Terminated	Male	Not Hispanic or Latino White	PLUMBING INSPECTOR
Sarni, Wesley	07/07/2014	Active	Male	Not Hispanic or Latino White	POLICEMAN

Sartore, Ralph	08/11/1997	Terminated	Male	Not Hispanic or Latino	White	Combined Plan/Zoning
Savaglio, Denise	06/06/2005	Terminated	Female	Not Hispanic or Latino	White	Circulation Tech
Saviozzi, Stefano	03/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Scario, Salvatore	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Ass't Chief
Scarpelli, Giuseppe A	07/01/2013	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Scatchell, John A	01/07/2013	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Schiller, James	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schillinger, John E.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	DIRECTOR ESPS
Schwartz, Stephanie	06/01/1991	Active	Female	Not Hispanic or Latino	White	ADMINISTRATION ESPS
Scudiero, Aldo	04/16/2011	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Scudiero, Alex A	01/21/2004	Active	Male	Not Hispanic or Latino	White	POLICE DEPT MIS MANAGER
Scudiero, Anthony	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Frank	09/15/1995	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Michael J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Sepe, Frank M	02/01/2007	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Serpico, Dina	09/26/2016	Active	Female	Not Hispanic or Latino	White	Human Resources Assistant
Serpico, Michael V.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Serpico, Raffaele J	06/16/2016	Terminated	Male	Not Hispanic or Latino	White	SUMMER HELP
Serpico, Ralph J	01/06/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	MAYOR
Serpico, Terry	10/01/1988	Active	Male	Not Hispanic or Latino	White	Civic Center Manager
Severino, Helen	02/02/2015	Deceased	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sgobba, John S.	06/10/2002	Active	Male	Not Hispanic or Latino	White	LABORER
Shankle, Leslie	03/01/1999	Active	Female	Not Hispanic or Latino	White	POLICE SERGEANT
Shawaluk, Richard W.	05/01/1998	Active	Male	Not Hispanic or Latino	White	MID METRO TIFF
Shute, Thomas	01/20/2004	Active	Male	Not Hispanic or Latino	White	Operator front desk
Siuro Jr, Michael N.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Director Community Development
Skeens, Vivian	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Sommes, Danny	02/21/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Sorce, Ralph	06/01/1989	Active	Male	Not Hispanic or Latino	White	BLDG. COMMISSIONER
Spata, Ronald C	10/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Spatafora, Constance	03/02/2004	Active	Female	Not Hispanic or Latino	White	CLERK
Spatafora, Nikole	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Stenberg, Dave A.	04/16/1998	Retired	Male	Not Hispanic or Latino	White	LABORER
Stoner, Erin	05/16/2016	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Sullo, Giovanni	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sullo, Marco L	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	TRUSTEE
Taddeo, August R.	09/17/1999	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Tarallo, Beth Ann	05/23/2005	Active	Female	Not Hispanic or Latino	White	Secretary
Thull, Scott	09/11/1995	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Treffens, William P.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Tropea, Giuseppe	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Tropea, Salvatore	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Ude, Timothy	02/16/2005	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Urso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Urso, Joseph	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Vaccaro, Dionisio L.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Vandyke, Christopher	11/07/2002	Active	Male	Not Hispanic or Latino	White	Foreman Sewer/Water
Vayda, Gregory S	08/17/2009	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Venute, Rocco	03/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Verde, David J.	06/01/1999	Retired	Male	Not Hispanic or Latino	White	Firefighter
Verde, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN

Wallace, Earl	10/01/2014	Active	Male	Not Hispanic or Latino White	RECORDS CLERK
Wojcik, Ann Marie	01/04/2013	Active	Female	Not Hispanic or Latino White	LIBRARY ASSISTANT
Wrosch, James	06/01/1987	Active	Male	Not Hispanic or Latino White	Ass't Chief
Wrosch, Jason	06/01/1999	Active	Male	Not Hispanic or Latino White	Firefighter
Wurtz, Vincent A	06/01/2003	Active	Male	Not Hispanic or Latino White	Firefighter

2018. 38 / Total

7 African Amer

Start Date	01/01/2018					
End Date	12/31/2018					
Employment Profile -	Effective as of 08/07/2020					
Payroll Name	Hire Date	Status	Gender	Ethnicity	Race Description	Job Title Description
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino		TRUSTEE
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino		TRUSTEE
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino		PERSONNEL COMMITTEE
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino		PERSONNEL COMMITTEE
Chavez, Israel	07/01/1997	Active	Male	Hispanic or Latino		CODE ENFORCE INSP.
Sanchez, Cid	05/31/2006	Active	Male	Hispanic or Latino		INSPECTOR
Vargas, Martha P.	06/15/1999	Active	Female	Hispanic or Latino		CLERK
Casillas, Hector	12/12/2016	Active	Male	Hispanic or Latino		LABORER
Terrones, Josh	06/09/2003	Active	Male	Hispanic or Latino		LABORER
Vargas, Isidro	06/23/2003	Active	Male	Hispanic or Latino		Assistant Superintendant
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino		LIAISON YOUTH COMMISSION
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino		PERSONNEL COMMITTEE
Aguirre, Sergio	05/01/2011	Active	Male	Hispanic or Latino		CHAIRMAN
Castro, Claudia	08/01/2015	Terminated	Female	Hispanic or Latino		Plning Zning member
Cordero-Andrade, Elizabeth	02/14/2017	Active	Female	Hispanic or Latino		Plning Zning member
Raflores, Vanessa A	05/01/2014	Active	Female	Hispanic or Latino		Plning Zning member
Lomeli, Leticia	06/01/2001	Leave	Female	Hispanic or Latino		CLERK
Macias, Jesse	02/01/2013	Active	Male	Hispanic or Latino		Asst. Chamber of Commerce
Rojas, Carlos E	06/01/2006	Active	Male	Hispanic or Latino		HISPANIC COMMUNICATION DIREC
Soto, Jessica	03/16/2018	Active	Female	Hispanic or Latino		CLERK
Terrones, Marlene	05/19/1998	Active	Female	Hispanic or Latino		DEPUTY REGISTRAR
Montoya, Mario	02/15/2000	Active	Male	Hispanic or Latino		YOUTH BRD. MEMBER
Tapia, Carmen	06/09/1997	Active	Female	Hispanic or Latino		YOUTH BRD. MEMBER
Sanchez, Jessica	07/17/2013	Active	Female	Hispanic or Latino		Camp Fun
Gutierrez, Leticia A	09/02/2014	Terminated	Female	Hispanic or Latino		HISPANIC COMMUNICATION DIREC
Macias, Judith De La Mora	05/16/2013	Active	Female	Hispanic or Latino		DIR HISPANIC BUS DEV & HIS SENI
Ojeda, Blanca	09/10/2016	Terminated	Female	Hispanic or Latino		Teacher-CID
Rojas, Feliciano	03/16/2008	Retired	Male	Hispanic or Latino		Maintenance
Flores III, Luis A	10/01/2012	Active	Male	Hispanic or Latino		Police Tactical
Gutierrez, Eric	06/01/2015	Active	Male	Hispanic or Latino		POLICEMAN
Guzman, Eddie	04/01/2003	Active	Male	Hispanic or Latino		POLICE LIEUTENANT
Guzman, Juan F	04/05/2007	Active	Male	Hispanic or Latino		POLICEMAN
Lomeli, Ruben	07/11/2016	Active	Male	Hispanic or Latino		POLICEMAN
Migliore, Vito	10/01/1999	Active	Male	Hispanic or Latino		POLICEMAN
Montoya, Pedro	07/07/2014	Active	Male	Hispanic or Latino		POLICEMAN
Negron, Phillip	04/01/2003	Active	Male	Hispanic or Latino		POLICEMAN
Orozco, Eric	07/20/2015	Active	Male	Hispanic or Latino		POLICEMAN
Ortiz, Jessica	07/07/2014	Active	Female	Hispanic or Latino		POLICE WOMAN
Recinos, Michael	04/07/1997	Retired	Male	Hispanic or Latino		POLICEMAN
Rodriguez, Alfonso	04/01/2001	Active	Male	Hispanic or Latino		Sergeant
Rodriguez, Raul	07/01/1999	Active	Male	Hispanic or Latino		Administrative Division Commander
Tejeda, Jesus Jr.	04/01/2005	Active	Male	Hispanic or Latino		POLICEMAN
Velazquez, Jose	07/07/2014	Active	Male	Hispanic or Latino		POLICE DETECTIVE
Montes, Gandolfa	01/26/1987	Active	Female	Hispanic or Latino		CROSSING GUARD
Simental, Leticia	03/25/2015	Active	Female	Hispanic or Latino		CROSSING GUARD
Arellano, Celia	01/02/1990	Active	Female	Hispanic or Latino		COMMUNICATIONS SUPV.
Garcia Gomez, Natalia	02/02/2017	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Nicosia, Elisa	05/20/2013	Active	Female	Hispanic or Latino		CSO OFFICER
Orozco, Eric	07/20/2015	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Rodriguez, Alyana	09/01/2016	Active	Female	Hispanic or Latino		CLERK

Rodriguez, Dolores	05/15/2018	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Salgado, Juan	11/03/2015	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Sanchez, Daniel A	04/23/2016	Terminated	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Solis, Mayra	10/24/2018	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Valle, Suleima	08/01/2018	Active	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Urrutia, Eliza	03/19/2001	Active	Female	Hispanic or Latino		RECORDS CLERK
Gutierrez, Rocky	05/01/2012	Active	Male	Hispanic or Latino		Firefighter
Mota, Nora	10/24/2013	Terminated	Female	Hispanic or Latino		LIBRARY ASSISTANT
Perez, Lizet R	06/06/2005	Active	Female	Hispanic or Latino		ASST SUPERVISOR
Trujillo, Veronica	01/05/2006	Active	Female	Hispanic or Latino		Circulation assistant
Mota, Vivian M	09/02/2014	Terminated	Female	Hispanic or Latino		LIBRARY PAGE
Godinez, Epigmenio	05/23/2016	Active	Male	Hispanic or Latino		Maintenance
Boy, Ruben	03/16/2018	Active	Male	Hispanic or Latino		Security Special Projects
Chavez, Fernando	05/07/2008	Active	Male	Hispanic or Latino		Fleet Controller II
Gonzalez, George	10/01/2017	Active	Male	Hispanic or Latino		Security Special Projects
Ochoa, Gerardo	04/02/2018	Active	Male	Hispanic or Latino		LABORER
Ortega, Rigoberto	09/18/2000	Active	Male	Hispanic or Latino		Machine Operator
Reyes, Jose L	04/02/2007	Active	Male	Hispanic or Latino		LABORER
Villanueva, Jose	06/09/1997	Active	Male	Hispanic or Latino		Foreman Street
Alcala, Raul	11/21/2005	Active	Male	Hispanic or Latino		Maintenance
Vazquez, Rosita	12/27/2001	Active	Female	Hispanic or Latino		WATER BILL CLERK
Aponte, Miguel	03/04/1985	Retired	Male	Hispanic or Latino		S&W FOREMAN
Dorantes, Eugenio	04/23/2018	Active	Male	Hispanic or Latino		LANDSCAPER
Flores, Santos	06/22/2005	Active	Male	Hispanic or Latino		Foreman Sewer/Water
Lozano, Everardo B	04/17/2006	Active	Male	Hispanic or Latino		Forman Landscaping
Medina, Gustavo	06/12/2017	Terminated	Male	Hispanic or Latino		LANDSCAPER
Rodriguez, Bernardino	09/18/2000	Active	Male	Hispanic or Latino		LABORER
Soto, Juan C	04/06/2010	Terminated	Male	Hispanic or Latino		LABORER
Villegas, Luis	10/16/1989	Active	Male	Hispanic or Latino		S&W FOREMAN
Torres, Cristian	06/12/2017	Terminated	Male	Hispanic or Latino		SUMMER HELP
Watts, Brandon	07/02/2018	Terminated	Male			SUMMER HELP
Anguiano, Lorena	08/20/2007	Active	Female	Hispanic or Latino		CLERK
Aguirre, Jose A	06/01/2004	Active	Male	Hispanic or Latino		Maintenance
Bucio, Ericka	03/01/2016	Terminated	Female	Hispanic or Latino		INSTRUCTOR
Orozco, Gloria I	05/01/2014	Active	Female	Hispanic or Latino		Operator front desk
Fogg, Chane	04/01/2005	Active	Male	Not Hispanic or Latino	Asian	POLICEMAN
Lavalais, Kyll	06/01/1992	Retired	Male	Not Hispanic or Latino	Black or African American	POLICE LIEUTENANT
Baker, Wilma J	08/22/2008	Active	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Hart, Cynthia L	11/09/2004	Terminated	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Williams, Angela D.	08/11/1997	Terminated	Female	Not Hispanic or Latino	Black or African American	DESK OFFICER
Williams, Carl	09/16/2008	Active	Male	Not Hispanic or Latino	Black or African American	AUXILIARY POLICE
Gregory, Julia M	04/19/2007	Active	Female	Not Hispanic or Latino	Black or African American	Ass't Reference
Portee Jr., Cecil	10/09/1989	Active	Male	Not Hispanic or Latino	Black or African American	STREET DRIVER LABOR
Boonma, Burton	09/16/2017	Active	Male	Not Hispanic or Latino	Native Hawaiian or Other Pac	Firefighter
Alsouri, Ibrahim	10/07/2016	Terminated	Male	Not Hispanic or Latino	Two or more races	CROSSING GUARD
Morocco, George	09/17/2018	Terminated	Male	Not Hispanic or Latino	Two or more races	CROSSING GUARD
Islami, Florin	09/15/1995	Active	Male	Not Hispanic or Latino	Two or more races	FIRE CAPTAIN
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	MAYOR
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	TRUSTEE
Paolantonio, Mary Ann	05/01/1997	Active	Female	Not Hispanic or Latino	White	Village Clerk
Iosco, Denise	08/01/1997	Active	Female	Not Hispanic or Latino	White	TREASURER

Carey, Brian W	09/01/2003	Active	Male	Not Hispanic or Latino	White	PROSECUTOR
Damico, Lisa	04/01/2012	Active	Female	Not Hispanic or Latino	White	PROSECUTOR
Mentone, Ronald J	05/16/2013	Active	Male	Not Hispanic or Latino	White	ASST PROSECUTOR
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino	White	Finance Committee
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	Finance Committee
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	PERSONNEL COMMITTEE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	PERSONNEL COMMITTEE
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	Senior Citizen Hsing
Adams, Daniel J.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Building Inspector
Capra, Carl J	06/01/2003	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Castellan, Michael A.	07/15/1983	Active	Male	Not Hispanic or Latino	White	Dir of Licensing and Enforcement
Iannelli, Michael	06/01/2017	Active	Male	Not Hispanic or Latino	White	CLERK
Marchetti, Michael	05/21/2015	Active	Male	Not Hispanic or Latino	White	HEALTH INSPECTOR
Nocita, Phillip J.	10/01/1998	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Pones Jr., Anthony	11/15/1974	Leave	Male	Not Hispanic or Latino	White	INSPECTOR
Raffaelli, Claudia	03/02/2009	Active	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Barbara	05/01/1993	Terminated	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Sabatino, Anthony	07/01/2003	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Sepe, Frank M	02/01/2007	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Sorce, Ralph	06/01/1989	Active	Male	Not Hispanic or Latino	White	BLDG. COMMISSIONER
Spatafora, Constance	03/02/2004	Active	Female	Not Hispanic or Latino	White	CLERK
Vayda, Gregory S	08/17/2009	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Iannelli, Armando	03/10/2003	Active	Male	Not Hispanic or Latino	White	SUPT. MECH/ELEC
LaMontagna, Pat	05/01/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	LIQUOR COMMISSIONER
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino	White	Zoning Liaison
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	Planning
Pope, Frank	08/11/1997	Active	Male	Not Hispanic or Latino	White	PL To Brd Trustees
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	Zoning Liaison
Caputo, Michael A.	06/01/1997	Active	Male	Not Hispanic or Latino	White	CHAIRMAN
Esposito, Pasquale	06/01/1997	Active	Male	Not Hispanic or Latino	White	Secretary
Rauzi, Mark J	08/25/2009	Active	Male	Not Hispanic or Latino	White	FIRE POLICE COMMISSIONER
Cervone, John G.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Planning Zning member
Guzzo, Frank	09/23/2002	Active	Male	Not Hispanic or Latino	White	Planning Zning member
Klugger, Richard	02/01/2018	Active	Male	Not Hispanic or Latino	White	PLAN BRD MEMBER
Bazbaz, Isaac	10/01/2018	Active	Male	Not Hispanic or Latino	White	Chamber of Commerce
Cernauske, James	06/15/1974	Active	Male	Not Hispanic or Latino	White	Safety Director
Cimino, Anthony	06/01/2015	Leave	Male	Not Hispanic or Latino	White	PURCHASING DIRECTOR
Coco, Edward L.	06/09/1997	Active	Male	Not Hispanic or Latino	White	Spec Ass't to Mayor
Dindia, Patricia A.	03/02/1998	Active	Female	Not Hispanic or Latino	White	SECRETARY TO THE MAYOR
Eleuteri, Peter	06/01/1996	Active	Male	Not Hispanic or Latino	White	COORDINATOR ECONOMIC DEVE
Julian, Mary	04/24/2006	Retired	Female	Not Hispanic or Latino	White	SPECIAL PROJECTS
Klugger, Kathy	07/07/1997	Retired	Female	Not Hispanic or Latino	White	CLERK
Kreft, Barbara	08/04/2000	Retired	Female	Not Hispanic or Latino	White	PURCHASING DIRECTOR
LaGioia, Sandra F	11/17/2014	Active	Female	Not Hispanic or Latino	White	ACCTS. PAYABLE CLRK
Nardiello, Diana M.	11/01/2002	Active	Female	Not Hispanic or Latino	White	Sr. Accounts Payable Clerk
Olson, Douglas	09/01/1977	Active	Male	Not Hispanic or Latino	White	Director fo Strategic Initiatives Bus
Panico III, Louis	04/01/2007	Terminated	Male	Not Hispanic or Latino	White	COMPTROLLER
Piemonte, Christine	11/03/2014	Active	Female	Not Hispanic or Latino	White	Director of Human Resources
Principe, James G.	08/25/1997	Terminated	Male	Not Hispanic or Latino	White	IT Director
Rosa, Joseph P	02/03/2005	Active	Male	Not Hispanic or Latino	White	Operator Senior Building
Serpico, Dina	09/26/2016	Active	Female	Not Hispanic or Latino	White	Human Resources Assistant
Shawluk, Richard W.	05/01/1998	Active	Male	Not Hispanic or Latino	White	MID METRO TIFF
Sicuro Jr, Michael N.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Director Community Development

Matarrese, Frank	12/01/1999	Active	Male	Not Hispanic or Latino	White	Youth Supervisor
Modugno, John	05/01/2001	Active	Male	Not Hispanic or Latino	White	YOUTH BRD. MEMBER
Coco, Edward L.	06/09/1997	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Gulino, Nicole Anne	06/10/2014	Terminated	Female	Not Hispanic or Latino	White	Camp Fun
Nardiello, Theresa	06/18/2007	Active	Female	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Olson, Thomas	10/25/1977	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Raffaelli, Angelina	06/06/2016	Active	Female	Not Hispanic or Latino	White	Camp Fun
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	Camp Fun
Smith, Austyn	06/01/2017	Terminated	Female	Not Hispanic or Latino	White	Camp Fun
Demaria, James A.	05/22/2006	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Eleuteri, Michael	10/01/1996	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Misasi, Frank E	01/02/2013	Terminated	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Pitassi, Sam	07/01/1974	Active	Male	Not Hispanic or Latino	White	POLICE DEPT. CHIEF
Amabile, John Joseph	06/01/2015	Active	Male	Not Hispanic or Latino	White	Police Tactical
Anzaldi, Robert S	10/01/2013	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Barone, Nello	04/07/1997	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Bartemio, Leonard J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical
Bianchi, William	03/17/2011	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Cacciatore, Eugene J.	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Caira, Peter	12/01/2016	Active	Male	Not Hispanic or Latino	White	Special Assistant to Police Chief
Castellan, Giovanni	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Castellan, Michael A.	07/15/1983	Retired	Male	Not Hispanic or Latino	White	PD Deputy Chief
Chiappetta, Sam J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical Lieutenant
Coduti, James J	07/24/2017	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Damron, Vaughn S.	04/05/2007	Active	Male	Not Hispanic or Latino	White	POLICEMAN
DeCarlo, Joseph	06/20/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Decarlo Jr, Michael D	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Dimaio, Dino B.	08/10/1987	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Gibson, Adam G	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Graziani, Lido A.	07/01/1999	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Greco, Anthony G.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Gucciardo, David	04/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Gvist, Brian	07/07/1997	Retired	Male	Not Hispanic or Latino	White	Police Investigator
Hilgenberg, David	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Jarecki, Brian	04/01/2001	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Korsch, Chris W	01/09/2006	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Lascola, Orlando	04/07/1997	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Lichter, Michael	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Maieello, Nunzio	03/01/1993	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Manzo, Gennaro	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Menolascino, John A	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Natale, Dennis	03/16/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Nocita, Phillip P	04/05/2007	Active	Male	Not Hispanic or Latino	White	Sergeant
Panzani, Joseph	01/05/2015	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Pesce, Steve	01/09/2006	Active	Male	Not Hispanic or Latino	White	Police Tactical SGT
Pitassi, Sam J	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Potamianos, William G.	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Richter, Daniel	02/01/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Rieger, Mark	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rogowski, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	PD Deputy Chief
Rossi, Paul	01/05/2018	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sami, Wesley	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Scarpelli, Giuseppe A	07/01/2013	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Scatchell, John	02/16/1985	Terminated	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT

Scatchell, John A	01/07/2013	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Schiller, James	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schillinger, John E.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Scudiero, Aldo	04/16/2011	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Scudiero, Michael J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Shankle, Leslie	03/01/1999	Active	Female	Not Hispanic or Latino	White	POLICE SERGEANT
Skeens, Vivian	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Spatafora, Nikole	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Sullo, Giovanni	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sullo, Marco L.	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Thull, Scott	09/11/1995	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Treffens, William P.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Tropea, Salvatore	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Urso, Joseph	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Venute, Rocco	03/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Verde, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Alfano, Maria	12/06/1982	Retired	Female	Not Hispanic or Latino	White	CROSSING GUARD
Gibbs, Andrew	08/15/2016	Active	Male	Not Hispanic or Latino	White	MIS TECH SUPPORT
Loochtan, Joseph A	12/14/2006	Terminated	Male	Not Hispanic or Latino	White	CUSTOMER SERVICE OFFICER
Scudiero, Alex A	01/21/2004	Active	Male	Not Hispanic or Latino	White	POLICE DEPT MIS MANAGER
Calabria, Robert	05/01/1989	Active	Male	Not Hispanic or Latino	White	Computer Technician
Cusumano, Anthony	09/01/2018	Active	Male	Not Hispanic or Latino	White	Compliance Administrator
Laino, Jojette	03/01/1995	Active	Female	Not Hispanic or Latino	White	SECRETARY TO POLICE CHIEF
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	COMMUN. ANALYST
Wallace, Earl	10/01/2014	Active	Male	Not Hispanic or Latino	White	RECORDS CLERK
Cappello III, Joseph	12/11/2016	Deceased	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Coduti, James J	07/24/2017	Terminated	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
DeCarlo, Joseph	06/20/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Farmer, Darrell	08/02/1999	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Fatta, Louis V	07/01/2014	Active	Male	Not Hispanic or Latino	White	Director of Security
Ferolo, George D.	09/14/2002	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Lorenzo Jr, Sebastian	08/28/2007	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Montino, Michael	08/27/2018	Terminated	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Beltrame, Richard	06/01/1981	Active	Male	Not Hispanic or Latino	White	FIRE DEPT. CHIEF
Aiardo, Aaron	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Andersen, Eric	08/01/2006	Active	Male	Not Hispanic or Latino	White	Firefighter
Barone, Anthony M.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Barone, Michael	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Beltrame, Michael	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Bond, Shawn R.	09/01/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Campanelli, Frank J	02/16/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Campanelli, William	03/01/1993	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Casale, Robert	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Cernauske, Jason E	02/16/2005	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Cervone Jr, John	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Cesarini, Angelo	09/17/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Ciancio, Sam	02/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Dalitto, Richie R	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Datoli, Angelo	09/01/2015	Active	Male	Not Hispanic or Latino	White	Firefighter
DeCarlo, Anthony	01/19/2016	Active	Male	Not Hispanic or Latino	White	Firefighter
Delpercio, James P.	02/15/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Difazio, Dominic L	06/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Fiore, Nicholas	09/16/2017	Active	Male	Not Hispanic or Latino	White	Firefighter
Greiffelt, Kenneth	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN

Harty, Mark	03/01/2002	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Karabatsos, James	09/15/1995	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Klugger, Nick M.	05/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Klugger, Richard W.	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
LeGal, Guy	04/01/2014	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Lorenzo, Sebastian	04/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Loresch, Anthony J	02/23/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Lullo, John P	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Macino, Vito	11/01/1987	Retired	Male	Not Hispanic or Latino	White	Firefighter
Marella, Peter	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Maranti, Roger	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Firefighter
Montino, Michael	08/27/2018	Active	Male	Not Hispanic or Latino	White	Firefighter
Morella, Steven	03/01/1993	Active	Male	Not Hispanic or Latino	White	Asst Chief
Nardiello, Frank	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Olmaskin, Mark	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Padula, Joseph	11/01/1987	Retired	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Palermo, Francesco	09/16/2007	Active	Male	Not Hispanic or Latino	White	Firefighter
Palermo, Mario	10/01/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Plati, Dominic R.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Pope, Frank John	06/01/2009	Active	Male	Not Hispanic or Latino	White	Firefighter
Posner, Justin	06/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Pulkownik, Pete	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Rafraji, Anthony	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Saviozzi, Stefano	03/01/2002	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Scario, Salvatore	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Anthony	05/01/2005	Active	Male	Not Hispanic or Latino	White	Asst Chief
Scudiero, Frank	09/15/1995	Active	Male	Not Hispanic or Latino	White	Firefighter
Serjico, Michael V.	03/01/2003	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Spala, Ronald C	10/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Tarallo, Beth Ann	05/23/2005	Active	Female	Not Hispanic or Latino	White	Secretary
Tropea, Giuseppe	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Ude, Timothy	02/16/2005	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Uso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Vaccaro, Dionisio L.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Verde, David J.	06/01/1999	Retired	Male	Not Hispanic or Latino	White	Firefighter
Wrosch, James	06/01/1987	Active	Male	Not Hispanic or Latino	White	Asst Chief
Wrosch, Jason	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Wurtz, Vincent A	06/01/2003	Active	Male	Not Hispanic or Latino	White	Firefighter
Serjico, Michael V.	03/01/2003	Active	Male	Not Hispanic or Latino	White	Firefighter
Uso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	Firefighter
Schwartz, Stephanie	06/01/1991	Active	Female	Not Hispanic or Latino	White	DIRECTOR ESPS
Ciancio, Rosa	01/06/2016	Active	Female	Not Hispanic or Latino	White	ADMINISTRATION ESPS
Felske, Linda Carol	08/19/2009	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Flanagan, Margaret M	08/18/2005	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Panico, Joseph	12/01/2011	Active	Male	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Powers, Donna M	06/01/2008	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Mariello Gileckich, Cynthia	11/24/1986	Terminated	Female	Not Hispanic or Latino	White	Asst. Deputy Director
Bianco, Kimberly	03/10/2014	Terminated	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Ciancio, Rosalba	05/02/2010	Active	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Green, Nicholas G	01/04/2013	Active	Male	Not Hispanic or Latino	White	LIBRARY PAGE
Marella, Lauren	06/01/2008	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Severino, Helen	02/02/2015	Deceased	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK

Wojcik, Ann Marie	01/04/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Prignano, Anthony C	11/16/2004	Terminated	Male	Not Hispanic or Latino	White	LIBRARY MAINTENANCE
Brandon, Charles	03/01/2013	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Calato, Joseph	09/21/2018	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Campo, Marco	07/01/2012	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Digenova, Vincenzo	02/01/2007	Retired	Male	Not Hispanic or Latino	White	RiverWoods Security
Dindia, Salvatore N	10/02/2009	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Dote, Carl R	12/01/2012	Active	Male	Not Hispanic or Latino	White	DESK
Frey, Michael	07/01/1979	Active	Male	Not Hispanic or Latino	White	Driver/Laborer
Frulla, Richard	09/16/2017	Active	Female	Not Hispanic or Latino	White	RiverWoods Security
Giglio, Frank A	06/15/2008	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Giglio, Frank G	06/16/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Humpf, Stephen F	06/01/2007	Active	Male	Not Hispanic or Latino	White	Foreman Street
Iannelli, Sabato	08/01/2002	Active	Male	Not Hispanic or Latino	White	MECHANIC
Iannelli, Sabino	04/16/2015	Active	Male	Not Hispanic or Latino	White	LABORER
Kalnicky, Charles	06/05/2001	Active	Male	Not Hispanic or Latino	White	LABORER
Kay, Michael	05/19/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Kohut, Robert W	10/12/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Murphy, Frank J	03/01/2014	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Napier Jr, Arthur	08/26/2013	Terminated	Male	Not Hispanic or Latino	White	Security Special Projects
Nicholas, Vincent	01/23/2016	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Pieranunzi, Frank	05/16/2015	Active	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Provenzano, James	04/01/1998	Retired	Male	Not Hispanic or Latino	White	STREET SUPERINTEND.
Provenzano, James P	06/06/2016	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Puccio, Thomas	03/18/2017	Terminated	Male	Not Hispanic or Latino	White	Security Special Projects
Ranieri, Luigi B	05/01/2007	Active	Male	Not Hispanic or Latino	White	Fleet Controller I
Ricciardi, Dante	09/06/2014	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Serpico, Ralph	02/16/2018	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Serpico, Ralph J	01/06/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Sgobba, John S.	06/10/2002	Active	Male	Not Hispanic or Latino	White	LABORER
Sommese, Danny	02/21/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Stenberg, Dave A.	04/16/1998	Retired	Male	Not Hispanic or Latino	White	LABORER
Abello, Carmelo	01/11/1993	Terminated	Male	Not Hispanic or Latino	White	Lead Utility Locator
Aliasi, Gilso	01/16/2003	Active	Male	Not Hispanic or Latino	White	LABORER
Battisto, John	10/05/1982	Retired	Male	Not Hispanic or Latino	White	S&W DRIVER LABORER
Blumberg, Steve	03/13/1987	Retired	Male	Not Hispanic or Latino	White	S&W LABORER
Camaci, Giovanni	01/18/2016	Active	Male	Not Hispanic or Latino	White	LABORER
Vandyke, Christopher	11/07/2002	Active	Male	Not Hispanic or Latino	White	Foreman Sewer/Water
Leverenz, Ted	12/01/2007	Deceased	Male	Not Hispanic or Latino	White	Water Shed
Marella, Nancy	02/15/1980	Active	Female	Not Hispanic or Latino	White	SECRETARY BLDG CMSR
Marine, Gary M	06/09/2003	Active	Male	Not Hispanic or Latino	White	DIR OF PUBLIC WORKS
Sansone, James	04/02/2007	Terminated	Male	Not Hispanic or Latino	White	PLUMBING INSPECTOR
Capece, Francesco	12/05/2016	Active	Male	Not Hispanic or Latino	White	LABORER
Carpanzano, Frank A	06/02/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Carpanzano, Michael	01/16/1992	Active	Male	Not Hispanic or Latino	White	S&W SUPERTINTEND
Devita, Michael	09/18/2000	Active	Male	Not Hispanic or Latino	White	LABORER
Egizio, Angelo B.	05/01/2007	Active	Male	Not Hispanic or Latino	White	LABORER
Gagliardo, Michael	07/16/2018	Active	Male	Not Hispanic or Latino	White	LABORER
LaGiola, Vincent Anthony	06/02/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Lagiola, Michael	09/23/2002	Active	Male	Not Hispanic or Latino	White	ASST. SUPT. S&W
Passarella III, John	03/06/2017	Terminated	Male	Not Hispanic or Latino	White	Landscaping Laborer
Saether, Terry N	05/01/2012	Active	Male	Not Hispanic or Latino	White	LABORER
Smarto, Matthew	04/02/2018	Active	Male	Not Hispanic or Latino	White	LANDSCAPER
Carporelli, Dominic Joseph	06/02/2014	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.

Panuncialman, Nicholas	06/10/2013	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Venute, Rocco C	06/04/2018	Terminated	Male	Not Hispanic or Latino	White	SUMMER HELP
Di Fazio, Peggy	05/27/1997	Active	Female	Not Hispanic or Latino	White	DIR. SPEC. EVENTS
Serpico, Terry	10/01/1988	Retired	Male	Not Hispanic or Latino	White	CIVIC CNT. MNT.DIR.
Cushion, Lawrence A	02/22/2016	Active	Male	Not Hispanic or Latino	White	Maintenance
Dindia, Frank Anthony	05/22/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Giovenco, James	08/01/2013	Active	Male	Not Hispanic or Latino	White	Maintenance
Hutchinson, Alvin G	10/20/2012	Terminated	Male	Not Hispanic or Latino	White	Operator front desk
Iannelli, Anthony	11/10/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
McMillan, Jennifer L	01/26/2005	Terminated	Female	Not Hispanic or Latino	White	Dial-A-Ride Operator
Paolantonio, John J	05/01/2003	Active	Male	Not Hispanic or Latino	White	Maintenance
Rich, Bill	04/04/1987	Active	Male	Not Hispanic or Latino	White	CIVIC CENTER MAINT.
Serpico, Raffaele J	06/16/2016	Active	Male	Not Hispanic or Latino	White	SUMMER CIVIC CENTER
Serpico, Terry	10/01/1988	Active	Male	Not Hispanic or Latino	White	Civic Center Manager
Shute, Thomas	01/20/2004	Active	Male	Not Hispanic or Latino	White	Operator front desk

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2019 5/15 Total
6 - African Amer.

Start Date	01/01/2019					
End Date	12/31/2019					
Employment Profile - Effective D:	Effective as of 08/07/2020					
Payroll Name	Hire Date	Status	Gender	Ethnicity	Race Description	Job Title Description
Aguilera, Luis A	09/30/2019	Active	Male	Hispanic or Latino		LABORER
Aguirre, Jose A	06/01/2004	Active	Male	Hispanic or Latino		Maintenance
Aguirre, Sergio	05/01/2011	Active	Male	Hispanic or Latino		CHAIRMAN
Alcala, Raul	11/21/2005	Active	Male	Hispanic or Latino		Maintenance
Anguiano, Jaime	03/10/2008	Active	Male	Hispanic or Latino		TRUSTEE
Anguiano, Lorena	08/20/2007	Active	Female	Hispanic or Latino		CLERK
Aponte, Miguel	03/04/1985	Retired	Male	Hispanic or Latino		S&W FOREMAN
Arellano, Celia	01/02/1990	Active	Female	Hispanic or Latino		COMMUNICATIONS.SUPV.
Arreola, Soledad	10/11/2019	Active	Female	Hispanic or Latino		CROSSING GUARD
Boy, Ruben	03/16/2018	Active	Male	Hispanic or Latino		Security Special Projects
Brown, Jalen	06/03/2019	Terminated	Male	Not Hispanic or Latino		SUMMER STREET DEPT.
Calleros, Alma	05/23/2019	Terminated	Female	Hispanic or Latino		CSO OFFICER
Casillas, Hector	12/12/2016	Active	Male	Hispanic or Latino		LABORER
Castrejon Delgado, Esteban	06/12/2019	Terminated	Male	Hispanic or Latino		SUMMER STREET DEPT.
Chavez, Felipe I	06/06/2016	Active	Male	Hispanic or Latino		LANDSCAPER
Chavez, Fernando	05/07/2008	Active	Male	Hispanic or Latino		Fleet Controller II
Chavez, Israel	07/01/1997	Active	Male	Hispanic or Latino		CODE ENFORCE INSP.
Cordero-Andrade, Elizabeth	02/14/2017	Active	Female	Hispanic or Latino		Plining Zning member
Cusumano, Danielle	06/03/2019	Active	Female	Not Hispanic or Latino		RECORDS CLERK
Dorantes, Eugenio	04/23/2018	Active	Male	Hispanic or Latino		LANDSCAPER
Flores III, Luis A	10/01/2012	Active	Male	Hispanic or Latino		Police Tactical
Flores, Santos	06/22/2005	Active	Male	Hispanic or Latino		Foreman Sewer/Water
Garibay, Lourdes	04/01/2019	Active	Female	Hispanic or Latino		Customer Svc/Reception
Godinez, Epigmenio	05/23/2016	Active	Male	Hispanic or Latino		Maintenance
Gonzalez, George	10/01/2017	Active	Male	Hispanic or Latino		Security Special Projects
Gonzalez, Norma	05/03/2019	Active	Female	Hispanic or Latino		Pace Coordinator
Gonzalez, Rudy	09/03/2019	Active	Male	Hispanic or Latino		S&W LABORER
Gutierrez, Eric	06/01/2015	Active	Male	Hispanic or Latino		POLICEMAN
Gutierrez, Rocky	05/01/2012	Active	Male	Hispanic or Latino		Firefighter
Guzman, Eddie	04/01/2003	Active	Male	Hispanic or Latino		POLICE LIEUTENANT
Guzman, Juan F	04/05/2007	Active	Male	Hispanic or Latino		POLICEMAN
Lomeli, Leticia	06/01/2001	Leave	Female	Hispanic or Latino		CLERK
Lomeli, Ruben	07/11/2016	Active	Male	Hispanic or Latino		POLICEMAN
Lozano, Everardo B	04/17/2006	Active	Male	Hispanic or Latino		Forman Landscaping
Lozano, Samuel	08/20/2019	Active	Male	Hispanic or Latino		Landscaping Laborer
Macias, Jesse	02/01/2013	Active	Male	Hispanic or Latino		Asst. Chamber of Commerce
Macias, Judith De La Mora	05/16/2013	Active	Female	Hispanic or Latino		DIR HISPANIC BUS DEV & HIS SENI
Medina, Gustavo	06/12/2017	Terminated	Male	Hispanic or Latino		LANDSCAPER
Migliore, Vito	10/01/1999	Active	Male	Hispanic or Latino		POLICEMAN
Montes, Gandolfa	01/26/1987	Active	Female	Hispanic or Latino		CROSSING GUARD
Montoya, Mario	02/15/2000	Active	Male	Hispanic or Latino		YOUTH BRD. MEMBER
Montoya, Pedro	07/07/2014	Active	Male	Hispanic or Latino		POLICEMAN
Mota, Arturo	05/01/2003	Active	Male	Hispanic or Latino		TRUSTEE

Mota, Nora	10/24/2013	Terminated	Female	Hispanic or Latino		LIBRARY ASSISTANT
Negron, Philip	04/01/2003	Active	Male	Hispanic or Latino		POLICEMAN
Nicosia, Elisa	05/20/2013	Active	Female	Hispanic or Latino		CSO OFFICER
Ochoa, Gerardo	04/02/2018	Active	Male	Hispanic or Latino		LABORER
Orozco, Eric	07/20/2015	Active	Male	Hispanic or Latino		POLICEMAN
Orozco, Gloria I	05/01/2014	Active	Female	Hispanic or Latino		Operator front desk
Orozco, Ricardo	06/04/2018	Terminated	Male	Hispanic or Latino		SUMMER HELP
Ortega Jr, Rigoberto	06/04/2019	Terminated	Male	Hispanic or Latino		SUMMER HELP
Ortega, Rigoberto	09/18/2000	Active	Male	Hispanic or Latino		Machine Operator
Ortiz, Jessica	07/07/2014	Active	Female	Hispanic or Latino		POLICE WOMAN
Perez, Lizet R	06/06/2005	Active	Female	Hispanic or Latino		ASST SUPERVISOR
Raflones, Vanessa A	05/01/2014	Active	Female	Hispanic or Latino		Plining Zning member
Recinos, Michael	04/07/1997	Retired	Male	Hispanic or Latino		POLICEMAN
Reyes, Jose L	04/02/2007	Active	Male	Hispanic or Latino		LABORER
Rodriguez, Alfonso	04/01/2001	Active	Male	Hispanic or Latino		Sergeant
Rodriguez, Alyana	09/01/2016	Active	Female	Hispanic or Latino		CLERK
Rodriguez, Bernardino	09/18/2000	Active	Male	Hispanic or Latino		LABORER
Rodriguez, Dolores	05/15/2018	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Rodriguez, Elizabeth	05/14/2019	Active	Female	Hispanic or Latino		Sr CSO
Rodriguez, Raul	07/01/1999	Active	Male	Hispanic or Latino		Administrative Division Commander
Rojas, Carlos E	06/01/2006	Active	Male	Hispanic or Latino		HISPANIC COMMUNICATION DIREC
Rojas, Feliciano	03/16/2008	Retired	Male	Hispanic or Latino		Maintenance
Sanchez, Cid	05/31/2006	Active	Male	Hispanic or Latino		INSPECTOR
Sanchez, David	03/11/2019	Active	Male	Hispanic or Latino		Security Special Projects
Sanchez, Jessica	07/17/2013	Active	Female	Hispanic or Latino		Camp Fun
Simental, Leticia	03/25/2015	Active	Female	Hispanic or Latino		CROSSING GUARD
Solis, Mayra	10/24/2018	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Soto, Jessica	03/16/2018	Active	Female	Hispanic or Latino		CLERK
Soto, Juan C	04/06/2010	Terminated	Male	Hispanic or Latino		LABORER
Tapla, Carmen	06/09/1997	Active	Female	Hispanic or Latino		YOUTH BRD. MEMBER
Tejeda, Jesus Jr.	04/01/2005	Active	Male	Hispanic or Latino		POLICEMAN
Terrones, Josh	06/09/2003	Active	Male	Hispanic or Latino		LABORER
Terrones, Marlene	05/19/1998	Active	Female	Hispanic or Latino		DEPUTY REGISTRAR
Trujillo, Veronica	01/05/2006	Active	Female	Hispanic or Latino		Circulation assistant
Urrutia, Eliza	03/19/2001	Active	Female	Hispanic or Latino		RECORDS CLERK
Vaca Contreras, Sebastian	06/04/2018	Terminated	Male	Hispanic or Latino		SUMMER HELP
Valdivia, Yolanda	03/04/2019	Active	Female	Hispanic or Latino		RECORDS CLERK
Valle, Suleima	08/01/2018	Active	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Vargas, Isidro	06/23/2003	Active	Male	Hispanic or Latino		Assistant Superintendant
Vargas, Martha P.	06/15/1999	Active	Female	Hispanic or Latino		CLERK
Vazquez, Rosita	12/27/2001	Active	Female	Hispanic or Latino		WATER BILL CLERK
Velazquez, Jose	07/07/2014	Active	Male	Hispanic or Latino		POLICE DETECTIVE
Villanueva, Jose	06/09/1997	Active	Male	Hispanic or Latino		Foreman Street
Villegas, Luis	10/16/1989	Active	Male	Hispanic or Latino		S&W FOREMAN
Wojcik, Alexis	06/05/2019	Active	Female	Not Hispanic or Latino	Asian	LIBRARY ASSISTANT
Fogg, Chane	04/01/2005	Active	Male	Not Hispanic or Latino	Black or African American	POLICEMAN
Baker, Wilma J	08/22/2008	Active	Female	Not Hispanic or Latino		CROSSING GUARD

Gregory, Julia M	04/19/2007	Active	Female	Not Hispanic or Latino	Black or African American	Ass't Reference
Hart, Cynthia L	11/09/2004	Terminated	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
McGee, Patricia	04/02/2019	Active	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Portee Jr., Cecil	10/09/1989	Active	Male	Not Hispanic or Latino	Black or African American	STREET DRIVER LABOR
Williams, Carl	09/16/2008	Active	Male	Not Hispanic or Latino	Black or African American	AUXILIARY POLICE
Boonma, Burton	09/16/2017	Active	Male	Not Hispanic or Latino	Native Hawaiian or Other Pac	Firefighter
Islami, Florim	09/15/1995	Active	Male	Not Hispanic or Latino	Two or more races	FIRE CAPTAIN
Morocco, George	09/17/2018	Terminated	Male	Not Hispanic or Latino	Two or more races	CROSSING GUARD
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Adams, Daniel J.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Building Inspector
Aiardo, Aaron	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Alfano, Maria	12/06/1982	Retired	Female	Not Hispanic or Latino	White	CROSSING GUARD
Alfasi, Gilso	01/16/2003	Active	Male	Not Hispanic or Latino	White	LABORER
Amabile, John Joseph	06/01/2015	Active	Male	Not Hispanic or Latino	White	Police Tactical
Andersen, Eric	08/01/2006	Active	Male	Not Hispanic or Latino	White	Firefighter
Anzaldi, Robert S	10/01/2013	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Barone, Anthony M.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Barone, Michael	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Bartermio, Leonard J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical
Battisto, John	10/05/1982	Retired	Male	Not Hispanic or Latino	White	S&W DRIVER LABORER
Bazbaz, Isaac	10/01/2018	Active	Male	Not Hispanic or Latino	White	Chamber of Commerce
Beltrame, Michael	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Beltrame, Richard	06/01/1981	Active	Male	Not Hispanic or Latino	White	FIRE DEPT. CHIEF
Bianchi, William	03/17/2011	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Bianco, Kimberly	03/10/2014	Terminated	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Blumberg, Steve	03/13/1987	Retired	Male	Not Hispanic or Latino	White	S&W LABORER
Bond, Shawn R.	09/01/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Brandon, Charles	03/01/2013	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Cacciatore, Eugene J.	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Caira, Peter	12/01/2016	Active	Male	Not Hispanic or Latino	White	Special Assistant to Police Chief
Calabria, Robert	05/01/1989	Active	Male	Not Hispanic or Latino	White	Computer Technician
Calato, Joseph	09/21/2018	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Camaci, Giovanni	01/18/2016	Active	Male	Not Hispanic or Latino	White	LABORER
Campanelli, Frank J	02/16/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Campanelli, William	03/01/1993	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Campo, Marco	07/01/2012	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Capece, Francesco	12/05/2016	Active	Male	Not Hispanic or Latino	White	LABORER
Cappello III, Joseph	12/11/2016	Deceased	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Capra, Carl J	06/01/2003	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Caputo, Michael A.	06/01/1997	Active	Male	Not Hispanic or Latino	White	CHAIRMAN
Carey, Brian W	09/01/2003	Active	Male	Not Hispanic or Latino	White	PROSECUTOR
Carpanzano, Frank A	06/02/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Carpanzano, Michael	01/16/1992	Active	Male	Not Hispanic or Latino	White	S&W SUPERTINTEND
Carpanzano, Michael S	06/06/2016	Active	Male	Not Hispanic or Latino	White	S&W LABORER
Carpanzano, Tea	06/19/2019	Active	Female	Not Hispanic or Latino	White	Camp Fun
Carparelli, Dominic Joseph	06/02/2014	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Casale, Robert	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter

Castellan, Arianna	06/06/2016	Active	Female	Not Hispanic or Latino	White	Camp Fun
Castellan, Giovanni	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Castellan, Michael A.	07/15/1983	Active	Male	Not Hispanic or Latino	White	Dir of Licensing and Enforcement
Cernauske, James	06/15/1974	Active	Male	Not Hispanic or Latino	White	Safety Director
Cernauske, Jason E	02/16/2005	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Cervone Jr, John	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Cervone, John G.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Plning Zning member
Cesarini, Angelo	09/17/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Chiappetta, Sam J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical Lieutenant
Ciancio, Rosalba	05/02/2010	Active	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Ciancio, Rose	01/06/2016	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Ciancio, Sam	02/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Cimino, Anthony	06/01/2015	Leave	Male	Not Hispanic or Latino	White	PURCHASING DIRECTOR
Coco, Edward L.	06/09/1997	Active	Male	Not Hispanic or Latino	White	Spec Ass't to Mayor
Coduti, James J	07/24/2017	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Cushion, Lawrence A	02/22/2016	Active	Male	Not Hispanic or Latino	White	Maintenance
Cusumano, Anthony	09/01/2018	Active	Male	Not Hispanic or Latino	White	Compliance Administrator
Dallitto, Richie R	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Damico, Lisa	04/01/2012	Active	Female	Not Hispanic or Latino	White	PROSECUTOR
Damron, Vaughn S.	04/05/2007	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Datoli, Angelo	09/01/2015	Active	Male	Not Hispanic or Latino	White	Firefighter
Decarlo Jr, Michael D	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
DeCarlo, Anthony	01/19/2016	Active	Male	Not Hispanic or Latino	White	Firefighter
DeCarlo, Joseph	06/20/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Delpercio, James P.	02/15/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Demaria, James A.	05/22/2006	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Devita, Michael	09/18/2000	Active	Male	Not Hispanic or Latino	White	LABORER
Devivo, Theresa	03/11/2019	Active	Female	Not Hispanic or Latino	White	Security Special Projects
Di Fazio, Peggy	05/27/1997	Active	Female	Not Hispanic or Latino	White	DIR. SPEC. EVENTS
Difazio, Dominic L	06/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Dimaio, Dino B.	08/10/1987	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Dindia, Frank Anthony	05/22/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Dindia, Patricia A.	03/02/1998	Active	Female	Not Hispanic or Latino	White	SECRETARY TO THE MAYOR
Dindia, Salvatore N	10/02/2009	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Dote, Carl R	12/01/2012	Active	Male	Not Hispanic or Latino	White	DESK
Egizio, Angelo B.	05/01/2007	Active	Male	Not Hispanic or Latino	White	LABORER
Egizio, Angelo R.	08/01/2002	Terminated	Male	Not Hispanic or Latino	White	SUMMER HELP
Eleuteri, Michael	10/01/1996	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Eleuteri, Peter	06/01/1996	Active	Male	Not Hispanic or Latino	White	COORDINATOR ECONOMIC DEVEL
Esposito, Pasquale	06/01/1997	Active	Male	Not Hispanic or Latino	White	Secretary
Farmer, Darrell	08/02/1999	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Fatta, Louis V	07/01/2014	Active	Male	Not Hispanic or Latino	White	Director of Security
Fazio III, Frank M	01/07/2019	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Felske, Linda Carol	08/19/2009	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Ferolo, George D.	09/14/2002	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Flore, Nicholas	09/16/2017	Active	Male	Not Hispanic or Latino	White	Firefighter
Flanagan, Margaret M	08/18/2005	Active	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY

Frey, Michael	07/01/1979	Active	Male	Not Hispanic or Latino	White	Driver/Laborer
Frutke, Richard	09/18/2017	Active	Female	Not Hispanic or Latino	White	RiverWoods Security
Gagliardo, Michael	07/16/2018	Active	Male	Not Hispanic or Latino	White	LABORER
Gibbs, Andrew	08/15/2016	Active	Male	Not Hispanic or Latino	White	MIS TECH SUPPORT
Gibson, Adam G	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Giglio, Frank A	06/15/2006	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Giglio, Frank G	06/16/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Giovenco, James	08/01/2013	Active	Male	Not Hispanic or Latino	White	Maintenance
Graziani, Lido A.	07/01/1999	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Greco, Anthony G.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Green, Nicholas G	01/04/2013	Active	Male	Not Hispanic or Latino	White	LIBRARY PAGE
Greifell, Kenneth	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Gucciaro, David	04/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Guino, Nicole Anne	06/10/2014	Terminated	Female	Not Hispanic or Latino	White	Camp Fun
Guizzo, Frank	09/23/2002	Active	Male	Not Hispanic or Latino	White	Pining Zning member
Gvist, Brian	07/07/1997	Retired	Male	Not Hispanic or Latino	White	Police Investigator
Harty, Mark	03/01/2002	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Hilgenberg, David	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Humpf, Stephen F	06/01/2007	Active	Male	Not Hispanic or Latino	White	Foreman Street
Hutchinson, Alvin G	10/20/2012	Terminated	Male	Not Hispanic or Latino	White	Operator front desk
Iannelli, Anthony	11/10/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
Iannelli, Armando	03/10/2003	Active	Male	Not Hispanic or Latino	White	SUPT. MECH/ELEC
Iannelli, Michael	06/01/2017	Active	Male	Not Hispanic or Latino	White	CLERK
Iannelli, Sabato	08/01/2002	Active	Male	Not Hispanic or Latino	White	MECHANIC
Iannelli, Sabino	04/16/2015	Active	Male	Not Hispanic or Latino	White	LABORER
Iosco, Denise	08/01/1997	Active	Female	Not Hispanic or Latino	White	TREASURER
Jarecki, Brian	04/01/2001	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Julian, Mary	04/24/2006	Retired	Female	Not Hispanic or Latino	White	SPECIAL PROJECTS
Kainicky, Charles	06/05/2001	Active	Male	Not Hispanic or Latino	White	LABORER
Karabatsos, James	09/15/1995	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Kateeb, Hassan	01/21/2019	Terminated	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Key, Michael	05/19/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Klugger, Nick M.	05/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Klugger, Richard W.	02/01/2018	Active	Male	Not Hispanic or Latino	White	PLAN BRD MEMBER
Kohut, Robert W	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Korsch, Chris W	10/12/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Kugliola, Michael	09/23/2002	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
LaGidia, Sandra F	11/17/2014	Active	Female	Not Hispanic or Latino	White	ASST. SUPT. S&W
LaGidia, Vincent Anthony	06/02/2014	Active	Male	Not Hispanic or Latino	White	ACCTS. PAYABLE CLERK
Laino, Jojette	03/01/1995	Active	Female	Not Hispanic or Latino	White	LABORER
Latfontagna, Pat	05/01/2014	Active	Male	Not Hispanic or Latino	White	SECRETARY TO POLICE CHIEF
Lasciola, Orlando	04/07/1997	Active	Male	Not Hispanic or Latino	White	Maintenance
LeGal, Guy	04/01/2014	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Leverenz, Ted	12/01/2007	Deceased	Male	Not Hispanic or Latino	White	Firefighter
Lichter, Michael	05/08/1995	Active	Male	Not Hispanic or Latino	White	Water Shed
Lorenzo Jr, Sebastian	08/28/2007	Active	Male	Not Hispanic or Latino	White	POLICEMAN
						AUXILIARY POLICE

Lorenzo, Sebastian	04/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Loresch, Anthony J	02/23/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Lullo, John P	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Maggio, Nina	05/06/2019	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Maiello Gluecklich, Cynthia	11/24/1986	Terminated	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Maiello, Nunzio	03/01/1993	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Manzo, Gennaro	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Marchetti, Michael	05/21/2015	Active	Male	Not Hispanic or Latino	White	HEALTH INSPECTOR
Marella, Lauren	06/01/2008	Terminated	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Marella, Nancy	02/15/1980	Active	Female	Not Hispanic or Latino	White	SECRETARY BLDG CMSR
Marella, Peter	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Mariani, Roger	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Firefighter
Marine, Gary M	06/09/2003	Active	Male	Not Hispanic or Latino	White	DIR OF PUBLIC WORKS
Matarrese, Frank	12/01/1999	Active	Male	Not Hispanic or Latino	White	Youth Supervisor
McMillan, Jennifer L	01/26/2005	Terminated	Female	Not Hispanic or Latino	White	Dial-A-Ride Operator
Menolascino, John	06/01/1974	Terminated	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Menolascino, John A	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Mentone, Ronald J	05/16/2013	Active	Male	Not Hispanic or Latino	White	ASST PROSECUTOR
Modugno, John	05/01/2001	Active	Male	Not Hispanic or Latino	White	YOUTH BRD. MEMBER
Montino, Alexia	06/06/2016	Active	Female	Not Hispanic or Latino	White	Camp Fun
Montino, Michael	08/27/2018	Active	Male	Not Hispanic or Latino	White	Firefighter
Morella, Ada	01/14/2019	Active	Female	Not Hispanic or Latino	White	RECORDS CLERK
Morella, Steven	03/01/1993	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Murphy, Frank J	03/01/2014	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Nardiello, Diana M.	11/01/2002	Active	Female	Not Hispanic or Latino	White	Sr. Accounts Payable Clerk
Nardiello, Frank	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Nardiello, Theresa	06/18/2007	Active	Female	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Natale, Dennis	03/16/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Nicholas, Vincent	01/23/2016	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Nocita, Phillip J.	10/01/1998	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Nocita, Phillip P	04/05/2007	Active	Male	Not Hispanic or Latino	White	Sergeant
Nowicki, Christian	05/01/2019	Active	Male	Not Hispanic or Latino	White	Firefighter
Olson, Douglas	09/01/1977	Active	Male	Not Hispanic or Latino	White	Director fo Strategic Initiatives BusDev
Olson, Thomas	10/25/1977	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Otmaskin, Mark	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Padula, Joseph	11/01/1987	Retired	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Palermo, Francesco	09/16/2007	Active	Male	Not Hispanic or Latino	White	Firefighter
Palermo, Mario	10/01/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Panico III, Louis	04/01/2007	Terminated	Male	Not Hispanic or Latino	White	COMPTROLLER
Panico, Joseph	12/01/2011	Active	Male	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Panuncialman, Nicholas	06/10/2013	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Panzani, Joseph	01/05/2015	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Paolantonio, John J	05/01/2003	Active	Male	Not Hispanic or Latino	White	Maintenance
Paolantonio, Mary Ann	05/01/1997	Active	Female	Not Hispanic or Latino	White	Village Clerk
Pesce, Steve	01/09/2006	Active	Male	Not Hispanic or Latino	White	Police Tactical SGT
Piemonte, Christine	11/03/2014	Active	Female	Not Hispanic or Latino	White	Director of Human Resources

Pieranunzi, Frank	05/16/2015	Active	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Pilati, Dominic R.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Pitassi, Sam	07/01/1974	Active	Male	Not Hispanic or Latino	White	POLICE DEPT. CHIEF
Pitassi, Sam J	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Pones Jr., Anthony	11/15/1974	Leave	Male	Not Hispanic or Latino	White	INSPECTOR
Pope, Frank	08/11/1997	Active	Male	Not Hispanic or Latino	White	PL To Brd Trustees
Pope, Frank John	06/01/2009	Active	Male	Not Hispanic or Latino	White	Firefighter
Posner, Justin	08/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Potamianos, William G.	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Powers, Donna M	08/01/2008	Active	Female	Not Hispanic or Latino	White	Asst. Deputy Director
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Principe, James G.	08/25/1997	Terminated	Male	Not Hispanic or Latino	White	IT Director
Provenzano, James	04/01/1996	Retired	Male	Not Hispanic or Latino	White	STREET SUPERINTEND.
Provenzano, James P	06/06/2016	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Pulkownik, Charles	10/16/2019	Active	Male	Not Hispanic or Latino	White	Firefighter
Pulkownik, Pete	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Raffaelli, Angelina	06/06/2016	Active	Female	Not Hispanic or Latino	White	Camp Fun
Raffaelli, Anthony	08/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Raffaelli, Claudia	03/02/2009	Active	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Barbara	05/01/1993	Terminated	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Luigi B	05/01/2007	Active	Male	Not Hispanic or Latino	White	Fleet Controller I
Ranieri, Michael	06/04/2018	Terminated	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Rauzi, Mark J	08/25/2009	Active	Male	Not Hispanic or Latino	White	FIRE POLICE COMMISSIONER
Ricciardi, Aldo	03/03/2016	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Ricciardi, Dante	09/06/2014	Terminated	Male	Not Hispanic or Latino	White	RiverWoods Security
Rich, Bill	04/04/1987	Active	Male	Not Hispanic or Latino	White	CIVIC CENTER MAINT.
Richter, Daniel	02/01/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Rieger, Mark	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rogowski, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	PD Deputy Chief
Rosa, Joseph P	02/03/2005	Active	Male	Not Hispanic or Latino	White	Operator Senior Building
Rossi, Paul	01/05/2018	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sabatino, Anthony	07/01/2003	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Saether, Terry N	05/01/2012	Active	Male	Not Hispanic or Latino	White	LABORER
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sami, Wesley	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Saviozzi, Stefano	03/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Scanio, Salvatore	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Ass't Chief
Scarpelli, Giuseppe A	07/01/2013	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schiller, James	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schillinger, John E.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	COMMUN. ANALYST
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	DIRECTOR ESPS
Schwartz, Stephanie	06/01/1991	Active	Female	Not Hispanic or Latino	White	ADMINISTRATION ESPS
Scudiero, Aldo	04/18/2011	Terminated	Male	Not Hispanic or Latino	White	POLICEMAN
Scudiero, Aldo J	06/12/2017	Terminated	Male	Not Hispanic or Latino	White	SUMMER HELP
Scudiero, Alex A	01/21/2004	Active	Male	Not Hispanic or Latino	White	POLICE DEPT MIS MANAGER
Scudiero, Anthony	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter

Scudiero, Frank	09/15/1995	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Micayla	06/01/2017	Active	Female	Not Hispanic or Latino	White	Camp Fun
Scudiero, Michael J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Sepe, Frank M	02/01/2007	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Serpico, Dina	09/26/2016	Active	Female	Not Hispanic or Latino	White	Human Resources Assistant
Serpico, Michael V.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Serpico, Raffaele J	06/16/2016	Active	Male	Not Hispanic or Latino	White	SUMMER CIVIC CENTER
Serpico, Ralph	02/16/2018	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Serpico, Ralph J	01/06/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	MAYOR
Serpico, Terry	10/01/1988	Active	Male	Not Hispanic or Latino	White	Civic Center Manager
Severino, Helen	02/02/2015	Deceased	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sgobba, John S.	06/10/2002	Active	Male	Not Hispanic or Latino	White	LABORER
Shankle, Leslie	03/01/1999	Active	Female	Not Hispanic or Latino	White	POLICE SERGEANT
Shawluk, Richard W.	05/01/1998	Active	Male	Not Hispanic or Latino	White	MID METRO TIFF
Shute, Thomas	01/20/2004	Active	Male	Not Hispanic or Latino	White	Operator front desk
Sicuro Jr, Michael N.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Director Community Development
Skeens, Vivian	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Smarto, Matthew	04/02/2018	Active	Male	Not Hispanic or Latino	White	LANDSCAPER
Smith, Austyn	06/01/2017	Terminated	Female	Not Hispanic or Latino	White	Camp Fun
Smith, Taylor	06/19/2019	Active	Female	Not Hispanic or Latino	White	Camp Fun
Sommes, Danny	02/21/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Sorce, Ralph	06/01/1989	Active	Male	Not Hispanic or Latino	White	BLDG. COMMISSIONER
Spata, Ronald C	10/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Spatafora, Constance	03/02/2004	Active	Female	Not Hispanic or Latino	White	CLERK
Spatafora, Nikole	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Stenberg, Dave A.	04/16/1998	Retired	Male	Not Hispanic or Latino	White	LABORER
Sullo, Giovanni	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sullo, Marco L	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	TRUSTEE
Tarallo, Beth Ann	05/23/2005	Active	Female	Not Hispanic or Latino	White	Secretary
Thull, Scott	09/11/1995	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Treffens, William P.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Tropea, Giuseppe	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Tropea, Salvatore	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Ude, Timothy	02/16/2005	Terminated	Male	Not Hispanic or Latino	White	Firefighter
Urso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Urso, Joseph	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Vaccaro, Dionisio L.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Vandyke, Christopher	11/07/2002	Active	Male	Not Hispanic or Latino	White	Foreman Sewer/Water
Vayda, Gregory S	08/17/2009	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Venute, Rocco	03/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Verde, David J.	06/01/1999	Retired	Male	Not Hispanic or Latino	White	Firefighter
Verde, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Wallace, Earl	10/01/2014	Active	Male	Not Hispanic or Latino	White	RECORDS CLERK
Wojcik, Ann Marie	01/04/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Wrosch, James	06/01/1987	Active	Male	Not Hispanic or Latino	White	Ass't Chief

Wrosch, James Nicholas	10/16/2019	Active	Male	Not Hispanic or Latino	White	Firefighter
Wrosch, Jason	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Wurtz, Vincent A	06/01/2003	Active	Male	Not Hispanic or Latino	White	Firefighter

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Ortiz, Jessica	07/07/2014	Active	Female	Hispanic or Latino		POLICE WOMAN
Perez, Lizet R	06/06/2005	Active	Female	Hispanic or Latino		ASS'T SUPERVISOR
Raflores, Vanessa A	05/01/2014	Active	Female	Hispanic or Latino		Plining Zning member
Recinos, Michael	04/07/1997	Retired	Male	Hispanic or Latino		POLICEMAN
Reyes, Jose L	04/02/2007	Active	Male	Hispanic or Latino		LABORER
Rodríguez, Alfonso	04/01/2001	Active	Male	Hispanic or Latino		Sergeant
Rodríguez, Alyana	09/01/2016	Active	Female	Hispanic or Latino		CLERK
Rodríguez, Bernardino	09/18/2000	Active	Male	Hispanic or Latino		LABORER
Rodríguez, Elizabeth	05/14/2019	Active	Female	Hispanic or Latino		Sr CSO
Rodríguez, Raul	07/01/1999	Active	Male	Hispanic or Latino		Administrative Division Commander
Rojas, Carlos E	06/01/2006	Active	Male	Hispanic or Latino		HISPANIC COMMUNICATION DIREC
Sanchez, Cid	05/31/2006	Active	Male	Hispanic or Latino		INSPECTOR
Sanchez, David	03/11/2019	Active	Male	Hispanic or Latino		Security Special Projects
Sanchez, Jessica	07/17/2013	Active	Female	Hispanic or Latino		Camp Fun
Simental, Leticia	03/25/2015	Active	Female	Hispanic or Latino		CROSSING GUARD
Solis, Mayra	10/24/2018	Terminated	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Soto, Jessica	03/16/2018	Active	Female	Hispanic or Latino		CLERK
Tapia, Carmen	06/09/1997	Active	Female	Hispanic or Latino		YOUTH BRD. MEMBER
Tejeda, Jesus Jr.	04/01/2005	Active	Male	Hispanic or Latino		POLICEMAN
Terrones, Josh	06/09/2003	Active	Male	Hispanic or Latino		LABORER
Terrones, Marlene	05/19/1998	Active	Female	Hispanic or Latino		DEPUTY REGISTRAR
Trujillo, Veronica	01/05/2006	Active	Female	Hispanic or Latino		Circulation assistant
Urrutia, Eliza	03/19/2001	Active	Female	Hispanic or Latino		RECORDS CLERK
Valdivia, Yolanda	03/04/2019	Active	Female	Hispanic or Latino		RECORDS CLERK
Valle, Suleima	08/01/2018	Active	Female	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Vargas, Isidro	06/23/2003	Active	Male	Hispanic or Latino		Assistant Superintendent
Vargas, Martha P.	06/15/1999	Active	Female	Hispanic or Latino		CLERK
Vasquez, Jose	02/21/2020	Active	Male	Hispanic or Latino		CUSTOMER SERVICE OFFICER
Vazquez, Rosita	12/27/2001	Active	Female	Hispanic or Latino		WATER BILL CLERK
Velazquez, Jose	07/07/2014	Active	Male	Hispanic or Latino		POLICE DETECTIVE
Villanueva, Jose	06/09/1997	Active	Male	Hispanic or Latino		Foreman Street
Villegas, Luis	10/16/1989	Active	Male	Hispanic or Latino		S&W FOREMAN
Wojcik, Alexis	06/05/2019	Active	Female	Not Hispanic or Latino		LIBRARY ASSISTANT
Fogg, Chane	04/01/2005	Active	Male	Not Hispanic or Latino	Asian	POLICEMAN
Baker, Wilma J	08/22/2008	Active	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Gregory, Julia M	04/19/2007	Active	Female	Not Hispanic or Latino	Black or African American	Ass't Reference
McGee, Patricia	04/02/2019	Active	Female	Not Hispanic or Latino	Black or African American	CROSSING GUARD
Portee Jr., Cecil	10/09/1989	Active	Male	Not Hispanic or Latino	Black or African American	STREET DRIVER LABOR
Williams, Carl	09/16/2008	Active	Male	Not Hispanic or Latino	Black or African American	AUXILIARY POLICE
Boonma, Burton	09/16/2017	Active	Male	Not Hispanic or Latino	Native Hawaiian/Other Pacific I	Firefighter
Islami, Florim	09/15/1995	Active	Male	Not Hispanic or Latino	Two or more races	FIRE CAPTAIN
Morocco, George	09/17/2018	Terminated	Male	Not Hispanic or Latino	Two or more races	CROSSING GUARD
Abruzzo, Anthony	05/01/2009	Active	Male	Not Hispanic or Latino	White	Zoning Liaison
Adams, Daniel J.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Building Inspector
Alardo, Aaron	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Alfano, Maria	12/06/1982	Retired	Female	Not Hispanic or Latino	White	CROSSING GUARD
Alfasi, Gilso	01/16/2003	Active	Male	Not Hispanic or Latino	White	LABORER
Amabile, John Joseph	06/01/2015	Active	Male	Not Hispanic or Latino	White	Police Tactical
Andersen, Eric	08/01/2006	Active	Male	Not Hispanic or Latino	White	Firefighter
Anzaldi, Robert S	10/01/2013	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Barone, Anthony M.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Barone, Michael	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Baronio, Leonard J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical
Bazbaz, Isaac	10/01/2018	Active	Male	Not Hispanic or Latino	White	Chamber of Commerce

Beltrame, Michael	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Beltrame, Richard	06/01/1981	Active	Male	Not Hispanic or Latino	White	FIRE DEPT. CHIEF
Bianchi, William	03/17/2011	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Bond, Shawn R.	09/01/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Brandon, Charles	03/01/2013	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Cacciatore, Eugene J.	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Caira, Peter	12/01/2016	Active	Male	Not Hispanic or Latino	White	Special Assistant to Police Chief
Calabria, Robert	05/01/1989	Active	Male	Not Hispanic or Latino	White	Computer Technician
Calato, Joseph	09/21/2018	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Carnaci, Giovanni	01/18/2016	Active	Male	Not Hispanic or Latino	White	LABORER
Carpanelli, Frank J	02/16/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Carpanelli, William	03/01/1993	Active	Male	Not Hispanic or Latino	White	Asst Chief
Carpio, Marco	07/01/2012	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Capece, Francesco	12/05/2016	Active	Male	Not Hispanic or Latino	White	LABORER
Cappello III, Joseph	12/11/2016	Deceased	Male	Not Hispanic or Latino	White	Firefighter
Capra, Carl J	06/01/2003	Active	Male	Not Hispanic or Latino	White	Asst Chief
Caputo, Michael A.	06/01/1997	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Carey, Brian W	09/01/2003	Active	Male	Not Hispanic or Latino	White	LABORER
Carpanzano, Frank A	06/02/2008	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Carpanzano, Michael S	01/16/1992	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Carpanzano, Michael S	09/06/2016	Active	Male	Not Hispanic or Latino	White	CHAIRMAN
Carpanzano, Tea	06/19/2019	Active	Male	Not Hispanic or Latino	White	PROSECUTOR
Carparelli, Dominic Joseph	06/02/2014	Active	Female	Not Hispanic or Latino	White	LABORER
Casale, Robert	03/01/2012	Active	Male	Not Hispanic or Latino	White	S&W SUPERINTEND
Castellan, Arianna	03/06/2016	Active	Male	Not Hispanic or Latino	White	S&W LABORER
Castellan, Giovanni	07/11/2016	Active	Female	Not Hispanic or Latino	White	Camp Fun
Castellan, Michael A.	07/15/1983	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Cernauske, James	08/15/1974	Active	Male	Not Hispanic or Latino	White	Firefighter
Cernauske, Jason E	02/16/2005	Active	Male	Not Hispanic or Latino	White	Camp Fun
Cervone Jr, John	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Cervone, John G.	05/01/2001	Active	Male	Not Hispanic or Latino	White	Plating Zning member
Cesarini, Angelo	09/17/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Chiappetta, Sam J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Tactical Lieutenant
Ciancio, Rosalba	05/02/2010	Active	Female	Not Hispanic or Latino	White	LIBRARY PAGE
Ciancio, Rose	01/06/2016	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Ciancio, Sam	02/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Cimino, Anthony	06/01/2015	Leave	Male	Not Hispanic or Latino	White	PURCHASING DIRECTOR
Coco, Edward L	06/09/1997	Active	Male	Not Hispanic or Latino	White	Spec Asst to Mayor
Coduti, James J	07/24/2017	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Cushion, Lawrence A	02/22/2016	Active	Male	Not Hispanic or Latino	White	Maintenance
Cusumano, Anthony	09/01/2018	Active	Male	Not Hispanic or Latino	White	Compliance Administrator
Cusumano, Danielle	06/03/2019	Active	Female	Not Hispanic or Latino	White	RECORDS CLERK
Dalitto, Ritchie R	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Damico, Lisa	04/01/2012	Active	Female	Not Hispanic or Latino	White	PROSECUTOR
Dannion, Vaughn S.	04/05/2007	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Datoli, Angelo	09/01/2015	Active	Male	Not Hispanic or Latino	White	Firefighter
Decarlo Jr, Michael D	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Decarlo, Anthony	01/19/2016	Active	Male	Not Hispanic or Latino	White	Firefighter
DeCarlo, Joseph	06/20/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
DeIpercio, James P.	02/15/2001	Active	Male	Not Hispanic or Latino	White	Firefighter
Demaria, James A.	05/22/2006	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Devita, Michael	09/18/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Devivo, Theresa	03/11/2019	Active	Female	Not Hispanic or Latino	White	MINI-BUS DRIVER
Di Fazio, Peggy	05/27/1997	Active	Female	Not Hispanic or Latino	White	LABORER
						Security Special Projects
						DIR. SPEC. EVENTS

Difazio, Dominic L	06/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Dimaio, Dino B.	08/10/1987	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Dindia, Frank Anthony	05/22/2008	Active	Male	Not Hispanic or Latino	White	LABORER
Dindia, Patricia A.	03/02/1998	Active	Female	Not Hispanic or Latino	White	SECRETARY TO THE MAYOR
Dindia, Salvatore N	10/02/2009	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Dote, Carl R	12/01/2012	Active	Male	Not Hispanic or Latino	White	DESK
Egizio, Angelo B.	05/01/2007	Active	Male	Not Hispanic or Latino	White	LABORER
Eleuteri, Michael	10/01/1996	Active	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Eleuteri, Peter	06/01/1996	Active	Male	Not Hispanic or Latino	White	COORDINATOR ECONOMIC DEVEL
Esposito, Pasquale	06/01/1997	Active	Male	Not Hispanic or Latino	White	Secretary
Farmer, Darrell	08/02/1999	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Fatta, Louis V	07/01/2014	Active	Male	Not Hispanic or Latino	White	Director of Security
Fazio III, Frank M	01/07/2019	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Felske, Linda Carol	08/19/2009	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Ferolo, George D.	09/14/2002	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Fiore, Nicholas	09/16/2017	Active	Male	Not Hispanic or Latino	White	Firefighter
Flanagan, Margaret M	08/18/2005	Active	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Frey, Michael	07/01/1979	Active	Male	Not Hispanic or Latino	White	Driver/Laborer
Frulla, Richard	09/16/2017	Active	Female	Not Hispanic or Latino	White	RiverWoods Security
Gagliardo, Michael	07/16/2018	Active	Male	Not Hispanic or Latino	White	LABORER
Gibbs, Andrew	08/15/2016	Active	Male	Not Hispanic or Latino	White	MIS TECH SUPPORT
Gibson, Adam G	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Giglio, Frank G	06/16/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Giovenco, James	08/01/2013	Active	Male	Not Hispanic or Latino	White	Maintenance
Graziani, Lido A.	07/01/1999	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Greco, Anthony G.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Green, Nicholas G	01/04/2013	Active	Male	Not Hispanic or Latino	White	LIBRARY PAGE
Greiffelt, Kenneth	03/01/1993	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Gucciardo, David	04/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Guzzo, Frank	09/23/2002	Active	Male	Not Hispanic or Latino	White	Pling Zning member
Harty, Mark	03/01/2002	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Hilgenberg, David	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Humpf, Stephen F	06/01/2007	Active	Male	Not Hispanic or Latino	White	Foreman Street
Hutchinson, Alvin G	10/20/2012	Terminated	Male	Not Hispanic or Latino	White	Operator front desk
Iannelli, Anthony	11/10/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
Iannelli, Armando	03/10/2003	Active	Male	Not Hispanic or Latino	White	SUPT. MECH/ELEC
Iannelli, Michael	06/01/2017	Active	Male	Not Hispanic or Latino	White	CLERK
Iannelli, Sabato	08/01/2002	Active	Male	Not Hispanic or Latino	White	MECHANIC
Iannelli, Sabino	04/16/2015	Active	Male	Not Hispanic or Latino	White	LABORER
Iosco, Denise	08/01/1997	Active	Female	Not Hispanic or Latino	White	TREASURER
Jarecki, Brian	04/01/2001	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Kalnicky, Charles	06/05/2001	Active	Male	Not Hispanic or Latino	White	LABORER
Karabatsos, James	09/15/1995	Active	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Kateeb, Hasson	01/21/2019	Terminated	Male	Not Hispanic or Latino	White	MINI-BUS DRIVER
Kay, Michael	05/19/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Klugger, Nick M.	05/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Klugger, Richard	02/01/2018	Active	Male	Not Hispanic or Latino	White	PLAN BRD MEMBER
Klugger, Richard W.	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Kohut, Robert W	10/12/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Korsch, Chris W	01/09/2006	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Lagioia, Michael	09/23/2002	Active	Male	Not Hispanic or Latino	White	ASST. SUPT. S&W
LaGioia, Sandra F	11/17/2014	Active	Female	Not Hispanic or Latino	White	ACCTS. PAYABLE CLRK
LaGioia, Vincent Anthony	06/02/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Laino, Jojetta	03/01/1995	Active	Female	Not Hispanic or Latino	White	SECRETARY TO POLICE CHIEF

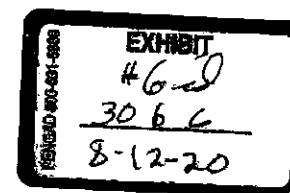
LaMontagna, Pat	05/01/2014	Active	Male	Not Hispanic or Latino	White	Maintenance
Lascola, Orlando	04/07/1997	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
LeGal, Guy	04/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Leverenz, Ted	12/01/2007	Deceased	Male	Not Hispanic or Latino	White	Water Shed
Lichter, Michael	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Lorenzo Jr, Sebastian	08/28/2007	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Lorensch, Sebastian	04/01/2000	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Loreych, Anthony J	02/23/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Lullo, John P	05/01/2012	Active	Male	Not Hispanic or Latino	White	POLICE WOMAN
Maggio, Nina	05/06/2019	Active	Female	Not Hispanic or Latino	White	DIRECTOR LIBRARY
Maiello Gluecklich, Cynthia	11/24/1986	Terminated	Female	Not Hispanic or Latino	White	POLICE LIEUTENANT
Maiello, Nunzio	03/01/1993	Active	Male	Not Hispanic or Latino	White	POLICE DETECTIVE
Mantzo, Gennaro	07/07/1997	Active	Male	Not Hispanic or Latino	White	HEALTH INSPECTOR
Marchetti, Michael	05/21/2015	Active	Male	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Marella, Lauren	06/01/2008	Terminated	Female	Not Hispanic or Latino	White	SECRETARY BLDG CMRS
Marella, Nancy	02/15/1980	Active	Female	Not Hispanic or Latino	White	FIRE LIEUTENANT
Marella, Peter	03/01/1993	Active	Male	Not Hispanic or Latino	White	DIR OF PUBLIC WORKS
Martne, Gary M	06/09/2003	Active	Male	Not Hispanic or Latino	White	Youth Supervisor
Matarrese, Frank	12/01/1999	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Menascino, John A	10/01/2012	Active	Male	Not Hispanic or Latino	White	ASST PROSECUTOR
Menione, Ronald J	05/16/2013	Active	Male	Not Hispanic or Latino	White	AUXILIARY POLICE
Migliore, Francesco	01/06/2020	Active	Male	Not Hispanic or Latino	White	YOUTH BRD. MEMBER
Modugno, John	05/01/2001	Active	Male	Not Hispanic or Latino	White	Camp Fun
Montino, Alexia	06/06/2016	Active	Female	Not Hispanic or Latino	White	Firefighter
Montino, Michael	08/27/2018	Active	Male	Not Hispanic or Latino	White	RECORDS CLERK
Morella, Ada	01/14/2019	Active	Female	Not Hispanic or Latino	White	Asst Chief
Morella, Steven	03/01/1993	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Murphy, Frank J	03/01/2014	Active	Male	Not Hispanic or Latino	White	Sr. Accounts Payable Clerk
Nardello, Diana M.	11/01/2002	Active	Female	Not Hispanic or Latino	White	Firefighter
Nardello, Frank	05/01/2012	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Nardello, Theresa	06/18/2007	Active	Female	Not Hispanic or Latino	White	POLICEMAN
Natale, Dennis	03/16/2008	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Nicholas, Vincent	01/23/2016	Terminated	Male	Not Hispanic or Latino	White	TRUSTEE
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	Finance Committee
Nicotera, Louis	10/01/2016	Active	Male	Not Hispanic or Latino	White	Planning
Nocita, Philip J.	10/01/1998	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Nocita, Philip P	04/05/2007	Active	Male	Not Hispanic or Latino	White	Sergeant
Nowicki, Christian	05/01/2019	Active	Male	Not Hispanic or Latino	White	Firefighter
Olson, Douglas	09/01/1977	Active	Male	Not Hispanic or Latino	White	Director fo Strategic Initiatives BusDev
Olson, Thomas	10/25/1977	Active	Male	Not Hispanic or Latino	White	YOUTH COMM. SUPV.
Otmaskin, Mark	03/16/2011	Active	Male	Not Hispanic or Latino	White	Firefighter
Padiula, Joseph	11/01/1987	Retired	Male	Not Hispanic or Latino	White	FIRE CAPTAIN
Palemio, Francesco	09/16/2007	Active	Male	Not Hispanic or Latino	White	Firefighter
Palemio, Mario	10/01/2004	Active	Male	Not Hispanic or Latino	White	Firefighter
Panico III, Louis	04/01/2007	Terminated	Male	Not Hispanic or Latino	White	COMPTROLLER
Panico, Joseph	12/01/2011	Active	Male	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Panunzi, Joseph	06/10/2013	Active	Male	Not Hispanic or Latino	White	SUMMER STREET DEPT.
Panzani, Joseph	01/05/2015	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Paolantonio, John J	05/01/2003	Active	Male	Not Hispanic or Latino	White	Maintenance
Paolantonio, Mary Ann	05/01/1997	Active	Female	Not Hispanic or Latino	White	Village Clerk
Pesce, Steve	01/09/2006	Active	Male	Not Hispanic or Latino	White	Police Tactical SGT
Piemonte, Christine	11/03/2014	Active	Female	Not Hispanic or Latino	White	Director of Human Resources
Piemonte, Joey	06/01/2020	Active	Male	Not Hispanic or Latino	White	Security Special Projects

Pieranunzi, Frank	05/16/2015	Active	Male	Not Hispanic or Latino	White	SPECIAL PROJECTS
Pilati, Dominic R.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Pitassi, Sam	07/01/1974	Active	Male	Not Hispanic or Latino	White	POLICE DEPT. CHIEF
Pitassi, Sam J	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Pones Jr., Anthony	11/15/1974	Leave	Male	Not Hispanic or Latino	White	INSPECTOR
Pope, Frank	08/11/1997	Active	Male	Not Hispanic or Latino	White	PL To Brd Trustees
Pope, Frank John	06/01/2009	Active	Male	Not Hispanic or Latino	White	Firefighter
Posner, Justin	08/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Potamianos, William G.	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Powers, Donna M	08/01/2008	Active	Female	Not Hispanic or Latino	White	Asst. Deputy Director
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	TRUSTEE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	PERSONNEL COMMITTEE
Prignano, Anthony J.	08/01/2002	Active	Male	Not Hispanic or Latino	White	Zoning Liaison
Principe, James G.	08/25/1997	Terminated	Male	Not Hispanic or Latino	White	IT Director
Pulkownik, Charles	10/16/2019	Active	Male	Not Hispanic or Latino	White	Firefighter
Pulkownik, Pete	05/01/2012	Active	Male	Not Hispanic or Latino	White	Firefighter
Raffaelli, Angelina	06/06/2016	Active	Female	Not Hispanic or Latino	White	Camp Fun
Raffaelli, Anthony	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Raffaelli, Claudia	03/02/2009	Active	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Barbara	05/01/1993	Terminated	Female	Not Hispanic or Latino	White	CODE ENFORCEMENT SEC
Ranieri, Luigi B	05/01/2007	Active	Male	Not Hispanic or Latino	White	Fleet Controller I
Rauzi, Mark J	08/25/2009	Active	Male	Not Hispanic or Latino	White	FIRE POLICE COMMISSIONER
Ricciardi, Aldo	03/03/2016	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Rich, Bill	04/04/1987	Active	Male	Not Hispanic or Latino	White	CIVIC CENTER MAINT.
Richter, Daniel	02/01/2008	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Rieger, Mark	07/07/1997	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Rogowski, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	PD Deputy Chief
Rosa, Joseph P	02/03/2005	Active	Male	Not Hispanic or Latino	White	Operator Senior Building
Rossi, Paul	01/05/2018	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sabatino, Anthony	07/01/2003	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Saether, Terry N	05/01/2012	Active	Male	Not Hispanic or Latino	White	LABORER
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	Camp Fun
Sansone, Dominique	06/17/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sarni, Wesley	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Saviozzi, Stefano	03/01/2002	Active	Male	Not Hispanic or Latino	White	Firefighter
Scanlo, Salvatore	09/15/1995	Retired	Male	Not Hispanic or Latino	White	Ass't Chief
Scarpelli, Giuseppe A	07/01/2013	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schiller, James	07/11/2016	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Schillinger, John E.	03/01/1999	Active	Male	Not Hispanic or Latino	White	POLICE SERGEANT
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	COMMUN. ANALYST
Schwartz, Philip	10/15/1992	Active	Male	Not Hispanic or Latino	White	DIRECTOR ESPS
Schwartz, Stephanie	06/01/1991	Active	Female	Not Hispanic or Latino	White	ADMINISTRATION ESPS
Scudiero, Alex A	01/21/2004	Active	Male	Not Hispanic or Latino	White	POLICE DEPT MIS MANAGER
Scudiero, Anthony	05/01/2005	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Frank	09/15/1995	Active	Male	Not Hispanic or Latino	White	Firefighter
Scudiero, Micayla	06/01/2017	Active	Female	Not Hispanic or Latino	White	Camp Fun
Scudiero, Michael J.	04/01/2003	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Sepe, Frank M	02/01/2007	Active	Male	Not Hispanic or Latino	White	CODE ENFORCE INSP.
Serpico, Dina	09/26/2016	Active	Female	Not Hispanic or Latino	White	Human Resources Assistant
Serpico, Michael V.	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Serpico, Raffaele J	06/16/2016	Active	Male	Not Hispanic or Latino	White	SUMMER CIVIC CENTER
Serpico, Ralph	02/16/2018	Active	Male	Not Hispanic or Latino	White	RiverWoods Security
Serpico, Ralph J	01/06/2016	Active	Male	Not Hispanic or Latino	White	Security Special Projects
Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	MAYOR

Serpico, Ronald	05/01/1997	Active	Male	Not Hispanic or Latino	White	LIQUOR COMMISSIONER
Serpico, Terry	10/01/1988	Active	Male	Not Hispanic or Latino	White	Civic Center Manager
Severino, Helen	02/02/2015	Deceased	Female	Not Hispanic or Latino	White	LIBRARY CIRC. CLERK
Sgobba, John S.	06/10/2002	Active	Male	Not Hispanic or Latino	White	LABORER
Shankle, Leslie	03/01/1999	Active	Female	Not Hispanic or Latino	White	POLICE SERGEANT
Shawaluk, Richard W.	05/01/1998	Active	Male	Not Hispanic or Latino	White	MID METRO TIFF
Shute, Thomas	01/20/2004	Active	Male	Not Hispanic or Latino	White	Operator front desk
Sicuro Jr, Michael N.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Director Community Development
Skeens, Vivian	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Smarto, Matthew	04/02/2018	Active	Male	Not Hispanic or Latino	White	LANDSCAPER
Smith, Taylor	06/19/2019	Active	Female	Not Hispanic or Latino	White	Camp Fun
Smyth, Michael A.	10/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Sommes, Danny	02/21/2014	Active	Male	Not Hispanic or Latino	White	LABORER
Sorce, Ralph	06/01/1989	Active	Male	Not Hispanic or Latino	White	BLDG. COMMISSIONER
Spata, Ronald C	10/01/2014	Active	Male	Not Hispanic or Latino	White	Firefighter
Spatafora, Constance	03/02/2004	Active	Female	Not Hispanic or Latino	White	CLERK
Spatafora, Nikole	10/01/2012	Active	Female	Not Hispanic or Latino	White	POLICE WOMAN
Sullo, Giovanni	10/01/2012	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Sullo, Marco L	07/07/2014	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	TRUSTEE
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	PERSONNEL COMMITTEE
Taconi, Mary Frances	05/01/2007	Active	Female	Not Hispanic or Latino	White	Senior Citizen Hsing
Tarallo, Beth Ann	05/23/2005	Active	Female	Not Hispanic or Latino	White	Secretary
Treffens, William P.	04/01/2003	Active	Male	Not Hispanic or Latino	White	Police Juvenile Officer
Tropea, Giuseppe	03/01/2003	Active	Male	Not Hispanic or Latino	White	FIRE LIEUTENANT
Tropea, Salvatore	04/01/2005	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Urso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Urso, Frank	06/01/1999	Active	Male	Not Hispanic or Latino	White	FIRE INSPECTOR
Urso, Joseph	05/08/1995	Active	Male	Not Hispanic or Latino	White	POLICE LIEUTENANT
Vaccaro, Dionisio L.	02/01/2000	Active	Male	Not Hispanic or Latino	White	Firefighter
Vandyke, Christopher	11/07/2002	Active	Male	Not Hispanic or Latino	White	Foreman Sewer/Water
Vayda, Gregory S	08/17/2009	Active	Male	Not Hispanic or Latino	White	INSPECTOR
Venute, Rocco	03/01/1999	Retired	Male	Not Hispanic or Latino	White	POLICEMAN
Verde, David J.	06/01/1999	Retired	Male	Not Hispanic or Latino	White	Firefighter
Verde, Steven	03/01/1997	Active	Male	Not Hispanic or Latino	White	POLICEMAN
Wallace, Earl	10/01/2014	Active	Male	Not Hispanic or Latino	White	RECORDS CLERK
Wojcik, Ann Marie	01/04/2013	Active	Female	Not Hispanic or Latino	White	LIBRARY ASSISTANT
Wrosch, James	06/01/1987	Active	Male	Not Hispanic or Latino	White	Ass't Chief
Wrosch, James Nicholas	10/16/2019	Active	Male	Not Hispanic or Latino	White	Firefighter
Wrosch, Jason	06/01/1999	Active	Male	Not Hispanic or Latino	White	Firefighter
Wurtz, Vincent A	06/01/2003	Active	Male	Not Hispanic or Latino	White	Firefighter

COMPANY CODE	POSITION ID	POSITION EFFECTIVE	LAST NAME	FIRST NAME	EEO ESTABLISHMENT	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
D6W	D6W000914	08/10/2015	Abello	Carmelo		Male	Not Hispanic or Latino	White	Craft Workers	ASST. SUPT. S&W		Yes	EEO Establishment
D6W	D6W000916	11/16/2015	Acey	Kenneth		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000957	07/31/2015	Adams	Daniel J.		Male	Not Hispanic or Latino	White	Administrative Support Workers	Zenith Opus Com. Jobs Liason		Yes	EEO Establishment
D6W	D6W000335	10/01/2014	Adams	Robert		Male	Not Hispanic or Latino	White				Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000054	08/10/2015	Aguirre	Jose A		Male	Hispanic or Latino		Service Workers	Maintenance		Yes	EEO Establishment
D6W	D6W000059	08/10/2015	Alardo	Aaron		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000051	08/10/2015	Alcala	Raul		Male	Hispanic or Latino		Service Workers	Maintenance		Yes	EEO Establishment
D6W	D6W000925	07/31/2015	Alfano	Maria		Female	Not Hispanic or Latino	White	Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W000085	08/10/2015	Allasi	Gilso		Male	Not Hispanic or Latino	White	Service Workers	ASST FOREMAN		Yes	EEO Establishment
D6W	D6W000301	06/06/2016	Alibhai	Michael		Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER STREET DEPT.		Yes	EEO Establishment
D6W	D6W000321	10/07/2016	Alsouri	Ibrahim		Male	Not Hispanic or Latino	Two or more races	Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W000934	08/10/2015	Amabile	John		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		Yes	EEO Establishment
D6W	D6W000107	08/17/2015	Amabile	John Joseph		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000068	08/10/2015	Andersen	Eric		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000069	05/18/2016	Angulano	Juana		Female	Hispanic or Latino		Administrative Support Workers	Youth Commission		Yes	EEO Establishment
D6W	D6W000081	05/18/2016	Angulano	Lorena		Female	Hispanic or Latino		Administrative Support Workers	CLERK		Yes	EEO Establishment
D6W	D6W000078	07/31/2015	Angulano	San J		Female	Hispanic or Latino		Administrative Support Workers	Hispanic Liason		Yes	EEO Establishment
D6W	D6W000077	07/31/2015	Anzaki	Robert S		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000066	09/17/2015	Anzaki Sr	Robert		Male	Not Hispanic or Latino	White	Administrative Support Workers	TRAFFIC ENFORCEMENTADMINIS TRATOR		Yes	EEO Establishment
D6W	D6W000962	08/10/2015	Aponte	Miguel		Male	Hispanic or Latino		Craft Workers	S&W FOREMAN		Yes	EEO Establishment
D6W	D6W000976	09/17/2015	Arellano	Celia		Female	Hispanic or Latino		Administrative Support Workers	COMMUNICATIONS SUPV.		Yes	EEO Establishment
D6W	D6W000080	07/31/2015	Arovelos	Gabriel		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000295	04/19/2016	Ayala-Flores	Jynette		Female	Hispanic or Latino		Administrative Support Workers	Operator front desk		Yes	EEO Establishment
D6W	D6W000249	10/01/2014	BELLE	RONALD A		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000338	12/11/2014	Bafia	Gail P.		Female	Not Hispanic or Latino	White				Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000127	07/31/2015	Baker	Wilma J		Female	Not Hispanic or Latino	Black or African American	Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W000128	08/10/2015	Barone	Anthony M.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000123	08/10/2015	Barone	Michael		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000124	07/31/2015	Barone	Nello		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000133	07/31/2015	Bartemio	Leonard J.		Male	Not Hispanic or Latino	White	Service Workers	POLICE DETECTIVE		Yes	EEO Establishment
D6W	D6W000141	07/31/2015	Battaglia	Richard		Male	Not Hispanic or Latino	White	Administrative Support Workers	Asst Dir Community Development		Yes	EEO Establishment
D6W	D6W000121	08/17/2015	Battisto	John		Male	Not Hispanic or Latino	White	Craft Workers	S&W DRIVER LABORER		Yes	EEO Establishment
D6W	D6W000160	08/10/2015	Beitrame	Michael		Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		Yes	EEO Establishment
D6W	D6W000056	03/02/2018	Beitrame	Richard		Male	Not Hispanic or Latino	White		FIRE DEPT. CHIEF		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000114	07/11/2016	Bianchi	William		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment

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D6W	D6W999999	07/31/2015	Bianco	Kimberly		Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		Yes	EEO Establishment
D6W	D6W000230	08/10/2015	Blumberg	Steve		Male	Not Hispanic or Latino	White	Laborers and Helpers	S&W LABORER		Yes	EEO Establishment
D6W	D6W000241	08/10/2015	Bond	Shawn R.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W008244	05/05/2016	Barrego Jr.	David A.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000293	03/01/2016	Bucio	Ericks		Female	Hispanic or Latino			INSTRUCTOR		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000349	07/31/2015	Cacalatore	Eugene J.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000327	12/02/2018	Calra	Peter		Male	Not Hispanic or Latino	White		Special Assistant to Police Chief		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W002673	09/17/2015	Calabria	Robert		Male	Not Hispanic or Latino	White	Technicians	Computer Technician		Yes	EEO Establishment
D6W	D6W000120	07/05/2016	Carnaci	Giovanni		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000093	08/10/2015	Carnaci	Salvatore		Male	Not Hispanic or Latino	White	Service Workers	Landscaping Laborer		Yes	EEO Establishment
D6W	D6W000417	08/10/2015	Campanelli	Frank J.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000415	08/10/2015	Campanelli	William		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Asst Chief		Yes	EEO Establishment
D6W	D6W000389	08/10/2015	Campo	Marco		Male	Not Hispanic or Latino	White	Service Workers	River/Woods Security		Yes	EEO Establishment
D6W	D6W000419	08/10/2015	Cannici	John P.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000328	12/05/2016	Capece	Francesco		Male	Not Hispanic or Latino	White		LABORER		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000328	12/11/2016	Cappello III	Joseph		Male	Not Hispanic or Latino	White		AUXILIARY POLICE		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000433	02/01/2016	Capra	Carl J.		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		Yes	EEO Establishment
D6W	D6W000453	07/31/2015	Carey	Brian W.		Male	Not Hispanic or Latino	White	Professionals	PROSECUTOR		Yes	EEO Establishment
D6W	D6W000358	07/11/2015	Carlini	Michael J.		Male	Not Hispanic or Latino	White				Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000461	08/10/2015	Carpanzano	Frank A.		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000438	08/10/2015	Carpanzano	Michael		Male	Not Hispanic or Latino	White	Craft Workers	S&W SUPERTINTEND		Yes	EEO Establishment
D6W	D6W000307	06/06/2016	Carpanzano	Michael S.		Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER HELP		Yes	EEO Establishment
D6W	D6W000076	06/06/2016	Carporelli	Dominic Joseph		Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER HELP		Yes	EEO Establishment
D6W	D6W000472	08/10/2015	Casale	Robert		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000329	12/12/2016	Casillas	Hector		Male	Hispanic or Latino			LABORER		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000322	10/17/2016	Casillas	Sally		Female	Hispanic or Latino		Administrative Support Workers	Receptionist		Yes	EEO Establishment
D6W	D6W000304	06/06/2016	Castellan	Arianna		Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		Yes	EEO Establishment
D6W	D6W000311	07/11/2016	Castellan	Giovanni		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000486	07/31/2015	Castellan	Michael A.		Male	Not Hispanic or Latino	White	Service Workers	PD Deputy Chief		Yes	EEO Establishment
D6W	D6W000112	08/17/2015	Castro	Carlos		Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W000113	09/01/2015	Castro	Claudia		Female	Hispanic or Latino		Administrative Support Workers	Pinning Zning member		Yes	EEO Establishment
D6W	D6W009490	07/31/2015	Cernauske	James		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Safety Director		Yes	EEO Establishment
D6W	D6W000489	08/10/2015	Cernauske	Jason E.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000528	08/10/2015	Cervone Jr	John		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W009529	08/10/2015	Cesarini	Angelo		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000302	06/06/2016	Chavez	Felipe I.		Male	Hispanic or Latino		Laborers and Helpers	SUMMER STREET DEPT.		Yes	EEO Establishment

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D6W	D6W000571	01/15/2016	Chavez	Fernando		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000534	02/01/2016	Chavez	Israel		Male	Hispanic or Latino		First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		Yes	EEO Establishment
D6W	D6W000547	11/30/2016	Chiappetta	Sam J.		Male	Not Hispanic or Latino	White		POLICE SERGEANT		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000539	07/31/2015	Ciando	Rosalba		Female	Not Hispanic or Latino	White	Administrative Support Workers	COMPUTER CENTER		Yes	EEO Establishment
D6W	D6W000119	01/07/2016	Ciando	Rose		Female	Not Hispanic or Latino	White		LIBRARY CIRC. CLERK		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000562	08/10/2015	Ciando	Sam		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000103	09/16/2016	Cimino	Anthony		Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator front desk		Yes	EEO Establishment
D6W	D6W000618	08/10/2015	Coco	Edward L.		Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH COMM. SUPV.		Yes	EEO Establishment
D6W	D6W000105	08/08/2016	Cozzi	Joseph		Male	Not Hispanic or Latino	White		SUMMER STREET DEPT.		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000263	09/16/2016	Cushion	Lawrence A		Male	Not Hispanic or Latino	White	Laborers and Helpers	Maintenance		Yes	EEO Establishment
D6W	D6W000154	05/10/2011	Custardo	Maryann		Female						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000680	08/10/2015	Cusumano	Charles F		Male	Not Hispanic or Latino	White	Service Workers	Maintenance		Yes	EEO Establishment
D6W	D6W000172	10/01/2014	DANIEL	DOUGHERTY		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000341	10/01/2014	DE ANGELIS	RAYMOND		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000390	10/01/2014	DE BIASIO	ANGELO		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000777	08/10/2015	Dallito	Richie R		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000719	07/31/2015	Damico	Lisa		Female	Not Hispanic or Latino	White	Professionals	PROSECUTOR		Yes	EEO Establishment
D6W	D6W0009073	07/31/2015	Danwon	Veughn S.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000115	09/01/2015	Daloli	Angelo		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000738	08/07/2015	Dato II	Anthony J.		Male	Not Hispanic or Latino	White		POLICEMAN		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000122	01/19/2016	DeCarlo	Anthony		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000308	08/20/2016	DeCarlo	Joseph		Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		Yes	EEO Establishment
D6W	D6W000343	10/01/2014	Decarlo	Michael		Male	Not Hispanic or Latino	White				Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000748	07/31/2015	Decarlo Jr	Michael D		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000737	07/31/2015	DeJulius	Alex		Male	Not Hispanic or Latino	White	Administrative Support Workers	COMMUNITY JOBS LIAISON		Yes	EEO Establishment
D6W	D6W000768	08/10/2015	Delperio	James P.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W899752	08/10/2015	Demaria	James A.		Male	Not Hispanic or Latino	White	Service Workers	Landscaping Laborer		Yes	EEO Establishment
D6W	D6W000795	09/21/2015	Devita	Michael		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	DIRECTOR OF SEASONAL OPERATIONS		Yes	EEO Establishment
D6W	D6W000811	11/02/2016	Di Fazio	Peggy		Female	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	DIR. SPEC. EVENTS		Yes	EEO Establishment
D6W	D6W000812	02/01/2016	Di Fazio	Victor		Male	Not Hispanic or Latino	White		RiverWoods Security		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000970	07/31/2015	Diaz	Marisela		Female	Hispanic or Latino		Administrative Support Workers	Receptionist		Yes	EEO Establishment

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D6W	D6W000828	08/10/2015	Difazio	Dominic L		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000808	08/10/2015	Digenova	Vincenzo		Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		Yes	EEO Establishment
D6W	D6W000815	07/31/2015	Dimalo	Dino B.		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment
D6W	D6W000821	02/16/2016	Dindia	Frank Anthony		Male	Not Hispanic or Latino	White	Laborers and Helpers	Maintenance		Yes	EEO Establishment
D6W	D6W000820	07/31/2015	Dindia	Patricia A.		Female	Not Hispanic or Latino	White	Administrative Support Workers	SECRETARY TO THE MAYOR		Yes	EEO Establishment
D6W	D6W000823	08/10/2015	Dindia	Salvatore N		Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		Yes	EEO Establishment
D6W	D6W000313	07/11/2016	Dollar	Alyssa		Female	Not Hispanic or Latino	White	Service Workers	POLICE WOMAN		Yes	EEO Establishment
D6W	D6W000824	08/10/2015	Dote	Carl R		Male	Not Hispanic or Latino	White	Administrative Support Workers	DESK		Yes	EEO Establishment
D6W	D6W009827	01/01/2016	Egizio	Angelo B.		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000825	08/10/2015	Egizio	Angelo R.		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		Yes	EEO Establishment
D6W	D6W000884	08/10/2015	Eleuteri	Michael		Male	Not Hispanic or Latino	White	Service Workers	STREET DRIVER LABOR		Yes	EEO Establishment
D6W	D6W000863	07/31/2015	Eleuteri	Peter		Male	Not Hispanic or Latino	White	Administrative Support Workers	COORDINATOR ECONOMIC DEVELOPMENT		Yes	EEO Establishment
D6W	D6W009872	07/31/2015	Espinosa	GI-Vincent		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000965	07/05/2016	Esposito	Pasquale		Male	Not Hispanic or Latino	White	Administrative Support Workers	Secretary		Yes	EEO Establishment
D6W	D6W000890	07/31/2015	Farmer	Darrell		Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		Yes	EEO Establishment
D6W	D6W000927	08/10/2015	Farmer	Tony		Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		Yes	EEO Establishment
D6W	D6W000087	07/31/2015	Fatta	Louis V		Male	Not Hispanic or Latino	White	Service Workers	Director of Security		Yes	EEO Establishment
D6W	D6W000897	07/31/2015	Felske	Linda Carol		Female	Not Hispanic or Latino	White	Administrative Support Workers	COMPUTER CENTER		Yes	EEO Establishment
D6W	D6W000921	07/31/2015	Feroto	George D.		Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		Yes	EEO Establishment
D6W	D6W000949	08/10/2015	Figueroa	Anthony		Male	Hispanic or Latino		Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000057	08/10/2015	Figueroa	George		Male	Hispanic or Latino		Service Workers	Security Special Projects		Yes	EEO Establishment
D6W	D6W000938	08/10/2015	Fioccola	Pasquale		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000874	08/21/2015	Flanagan	Margaret M		Female	Not Hispanic or Latino	White	Professionals	Head Of Reference		Yes	EEO Establishment
D6W	D6W000968	08/10/2015	Flores	Santos		Male	Hispanic or Latino		Craft Workers	Foreman Sewer/Water		Yes	EEO Establishment
D6W	D6W099976	07/31/2015	Flores III	Luis A		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000972	07/31/2015	Fogg	Chane		Male	Not Hispanic or Latino	Asian	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000984	08/10/2015	Frey	Michael		Male	Not Hispanic or Latino	White	Service Workers	Driver/Laborer		Yes	EEO Establishment
D6W	D6W000234	08/15/2016	Gibbs	Andrew		Male	Not Hispanic or Latino	White	Technicians	MIS TECH SUPPORT		Yes	EEO Establishment
D6W	D6W000992	07/31/2015	Gibson	Adam G		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000999	08/10/2015	Giglio	Frank G		Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		Yes	EEO Establishment
D6W	D6W001007	09/21/2015	Giordano	Barbara		Female	Not Hispanic or Latino	White	Professionals	DIRECTOR LIBRARY		Yes	EEO Establishment
D6W	D6W001070	02/16/2016	Giovenco	James		Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator front desk		Yes	EEO Establishment
D6W	D6W001009	08/10/2015	Gluffe	John		Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		Yes	EEO Establishment
D6W	D6W000299	05/23/2016	Godinez	Epigmenio		Male	Hispanic or Latino		Service Workers	LANDSCAPER		Yes	EEO Establishment
D6W	D6W001029	07/31/2015	Graziani	Lido A.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001094	07/31/2015	Salvador	Salvador		Male	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		Yes	EEO Establishment
D6W	D6W001033	07/31/2015	Greco	Anthony G.		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment
D6W	D6W000834	07/31/2015	Green	Nicholas G		Male	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		Yes	EEO Establishment

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D6W	D6W001071	08/21/2015	Gregory	Julia M		Female	Not Hispanic or Latino	Black or African American	Professionals	Asst Reference		Yes	EEO Establishment
D6W	D6W001035	08/10/2015	Greifelt	Kenneth		Male	Not Hispanic or Latino	White	Professionals	FIRE CAPTAIN		Yes	EEO Establishment
D6W	D6W001074	07/31/2015	Gucciaro	David		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000052	06/08/2016	Gullino	Nicole Anne		Female	Not Hispanic or Latino	White	Laborers and Helpers	Camp Fun		Yes	EEO Establishment
D6W	D6W000104	07/31/2015	Gutierrez	Eric		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000082	06/01/2016	Gutierrez	Leticia A		Female	Hispanic or Latino		First/Mid-Level Officials and Managers	HISPANIC COMMUNICATION DIRECTOR		Yes	EEO Establishment
D6W	D6W091089	08/10/2015	Gutierrez	Rocky		Male	Hispanic or Latino		Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001087	07/31/2015	Guzman	Eddie		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W091055	07/31/2015	Guzman	Juan F		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001088	07/31/2015	Gvst	Brian		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001052	07/31/2015	Han	Jong Yoon		Male	Not Hispanic or Latino	Asian	Professionals	INSTRUCTOR		Yes	EEO Establishment
D6W	D6W001061	07/31/2015	Hart	Cynthia L		Female	Not Hispanic or Latino	Black or African American	Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W001068	08/10/2015	Harty	Mark		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001063	07/31/2015	Hilgenberg	David		Male	Not Hispanic or Latino	White	Service Workers	POLICE DETECTIVE		Yes	EEO Establishment
D6W	D6W000085	07/31/2015	Hopkins	Rose		Female	Not Hispanic or Latino	White	Administrative Support Workers	Youth Service Asst		Yes	EEO Establishment
D6W	D6W001099	08/01/2016	Humpf	Stephen F		Male	Not Hispanic or Latino	White	Laborers and Helpers	Foreman Street		Yes	EEO Establishment
D6W	D6W001129	07/31/2015	Hutchinson	Alvin G		Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator front desk		Yes	EEO Establishment
D6W	D6W000204	10/01/2014	IOSCO	VITO M.		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000083	08/10/2015	Iannelli	Anthony		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W001127	08/10/2015	Iannelli	Armando		Male	Not Hispanic or Latino	White	Craft Workers	SUPT. MECH/ELEC		Yes	EEO Establishment
D6W	D6W001130	08/10/2015	Iannelli	Sabato		Male	Not Hispanic or Latino	White	Craft Workers	MECHANIC		Yes	EEO Establishment
D6W	D6W000100	04/01/2016	Iannelli	Sabino		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W666666	07/31/2015	Il Inm	NCPERS Group Life Ins		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W001145	08/10/2015	Islami	Florin		Male	Not Hispanic or Latino	Asian	Professionals	FIRE CAPTAIN		Yes	EEO Establishment
D6W	D6W091147	07/31/2015	Jarecki	Brian		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W091211	07/31/2015	Juan	Jeffrey O.		Male	Hispanic or Latino		Service Workers	POLICE DETECTIVE		Yes	EEO Establishment
D6W	D6W001171	07/31/2015	Julian	Mary		Female	Not Hispanic or Latino	White	Administrative Support Workers	SPECIAL PROJECTS		Yes	EEO Establishment
D6W	D6W091210	09/07/2016	Kabicky	Charles		Male	Not Hispanic or Latino	White		LABORER		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W001219	07/31/2015	Karabatsos	Elaine		Female	Not Hispanic or Latino	White	Administrative Support Workers	TRIP COORDINATOR		Yes	EEO Establishment
D6W	D6W092839	08/10/2015	Karabatsos	James		Male	Not Hispanic or Latino	White	Professionals	FIRE CAPTAIN		Yes	EEO Establishment
D6W	D6W000297	05/19/2016	Kay	Michael		Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		Yes	EEO Establishment
D6W	D6W000090	07/31/2015	Keir	Margaret		Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W001228	09/18/2015	Klugger	Kathy		Female	Not Hispanic or Latino	White	Administrative Support Workers	CLERK		Yes	EEO Establishment
D6W	D6W001237	09/10/2015	Klugger	Nick M.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W091227	09/10/2015	Klugger	Richard W.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001281	09/10/2015	Kobut	Robert W		Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		Yes	EEO Establishment

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D6W	D6W001252	07/31/2015	Korsch	Chris W		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001287	07/31/2015	Krawczyk	Ashlee		Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		Yes	EEO Establishment
D6W	D6W001280	07/31/2015	Kreft	Barbara		Female	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	PURCHASING DIRECTOR		Yes	EEO Establishment
D6W	D6W000089	07/31/2015	LaGiola	Sandra F		Female	Not Hispanic or Latino	White	Administrative Support Workers	ACCTS. PAYABLE CLERK		Yes	EEO Establishment
D6W	D6W999998	11/06/2015	LaGiola	Vincent Anthony		Male	Not Hispanic or Latino	White		Youth Commission		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W999992	08/10/2015	LaMontagna	Pat		Male	Not Hispanic or Latino	White	Craft Workers	Maintenance		Yes	EEO Establishment
D6W	D6W001340	08/10/2015	Lagola	Michael		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W009919	09/17/2015	Laino	JoJette		Female	Not Hispanic or Latino	White	Administrative Support Workers	SECRETARY TO POLICE CHIEF		Yes	EEO Establishment
D6W	D6W000357	10/01/2014	LaMontagna	Carmen		Male	Not Hispanic or Latino	White				Yes	EEO Establishment, EEOC Job Classification
D6W	D6W001338	07/31/2015	Lascola	Orlando		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001337	08/10/2015	Lavalais	Kyll		Male	Not Hispanic or Latino	Black or African American	Technicians	POLICE SERGEANT		Yes	EEO Establishment
D6W	D6W999990	08/10/2015	LaGal	Guy		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001316	07/31/2015	Legittino	Marissa		Female	Not Hispanic or Latino	White	Administrative Support Workers	Youth Service Ass't		Yes	EEO Establishment
D6W	D6W991358	08/10/2015	Leverenz	Ted		Male	Not Hispanic or Latino	White	Administrative Support Workers	Water Shed		Yes	EEO Establishment
D6W	D6W001380	03/07/2016	Lichtenberger	Scott R.		Male	Not Hispanic or Latino	White	Laborers and Helpers	Foreman Street		Yes	EEO Establishment
D6W	D6W001374	08/10/2015	Lichter	Michael		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W00149	02/09/2016	Lolacono	Anthony		Male	Not Hispanic or Latino	White		RiverWoods Security		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W001432	04/14/2016	Lomeli	Leticia		Female	Hispanic or Latino		Administrative Support Workers	CLERK		Yes	EEO Establishment
D6W	D6W000312	07/11/2016	Lomeli	Ruben		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000097	09/17/2015	Lomeli	Sergio		Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W001456	09/17/2015	Loochtan	Joseph A		Male	Not Hispanic or Latino	White	Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W001447	08/10/2015	Loochtan	Mark		Male	Not Hispanic or Latino	White	Service Workers	POLICE DETECTIVE		Yes	EEO Establishment
D6W	D6W001468	07/31/2015	Lopez	Maria Teresa		Female	Hispanic or Latino		Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W001480	08/10/2015	Lorenzo	Sebastian		Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		Yes	EEO Establishment
D6W	D6W001453	07/31/2015	Lorenzo Jr	Sebastian		Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		Yes	EEO Establishment
D6W	D6W001472	08/10/2015	Loresch	Anthony J		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000308	08/07/2016	Lozano	Bethel		Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		Yes	EEO Establishment
D6W	D6W001360	08/10/2015	Lozano	Everardo B		Male	Hispanic or Latino		Service Workers	Forman Landscaping		Yes	EEO Establishment
D6W	D6W001465	08/10/2015	Lullo	John P		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000258	10/01/2014	MICHAEL	KLUGGER		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W001508	07/31/2015	Macias	Judith De La Mora		Female	Hispanic or Latino		First/Mid-Level Officials and Managers	DIR HISPANIC BUS DEV & HIS SENIOR SER		Yes	EEO Establishment
D6W	D6W001506	08/10/2015	Macno	Vito		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001515	11/30/2016	Maello	Nunzio		Male	Not Hispanic or Latino	White		POLICE LIEUTENANT		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W001514	04/18/2016	Maello Giuseppe	Cynthia		Female	Not Hispanic or Latino	White	Professionals	DIRECTOR LIBRARY		Yes	EEO Establishment
D6W	D6W001780	08/10/2015	Manzo	Gennaro		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment

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D6W	D6W000106	07/31/2015	Manzo	Rosanna		Female	Not Hispanic or Latino	White		Camp Fun		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000102	09/17/2015	Marchetti	Michael		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	HEALTH INSPECTOR		Yes	EEO Establishment
D6W	D6W001558	07/31/2015	Marella	Lauren		Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W001527	08/10/2015	Marella	Nancy		Female	Not Hispanic or Latino	White	Administrative Support Workers	SECRETARY BLDG CMSR		Yes	EEO Establishment
D6W	D6W001526	08/10/2015	Marella	Peter		Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		Yes	EEO Establishment
D6W	D6W001530	08/10/2015	Mariani	Roger		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001547	07/31/2015	Marino	Gary M		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	DIR OF PUBLIC WORKS		Yes	EEO Establishment
D6W	D6W000358	08/01/2016	Marocchi	Mary		Female						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W999986	08/10/2015	Manero	Nelson		Male	Hispanic or Latino		Service Workers	Security Special Projects		Yes	EEO Establishment
D6W	D6W000292	03/07/2016	Martinez	Dalia		Female	Hispanic or Latino		Administrative Support Workers	Receptionist		Yes	EEO Establishment
D6W	D6W000072	07/31/2015	Martinez	Jose-Miguel		Male	Hispanic or Latino		Service Workers	Maintenance		Yes	EEO Establishment
D6W	D6W001594	07/31/2015	Matarrese	Frank		Male	Not Hispanic or Latino	White	Administrative Support Workers	Youth Supervisor		Yes	EEO Establishment
D6W	D6W001620	07/31/2015	McMillen	Jennifer L		Female	Not Hispanic or Latino	White	Administrative Support Workers	Operator front desk		Yes	EEO Establishment
D6W	D6W001640	04/16/2016	Menolascino	John		Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER STREET DEPT.		Yes	EEO Establishment
D6W	D6W001645	08/10/2015	Menolascino	John A		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001667	07/31/2015	Mentone	Ronald J		Male	Not Hispanic or Latino	White	Professionals	ASST PROSECUTOR		Yes	EEO Establishment
D6W	D6W001649	08/10/2015	Migliore	Vito		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001683	08/10/2015	Misasi	Frank E		Male	Not Hispanic or Latino	White	Service Workers	MINI-BUS DRIVER		Yes	EEO Establishment
D6W	D6W001680	07/31/2015	Modugno	John		Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH BRD, MEMBER		Yes	EEO Establishment
D6W	D6W001685	07/31/2015	Montes	Gandolfa		Female	Hispanic or Latino		Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W000305	08/06/2016	Montino	Alexia		Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		Yes	EEO Establishment
D6W	D6W001710	07/31/2015	Montoya	Mario		Male	Hispanic or Latino		Administrative Support Workers	YOUTH BRD, MEMBER		Yes	EEO Establishment
D6W	D6W000062	07/31/2015	Montoya	Pedro		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001704	08/10/2015	Morella	Steven		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001701	07/31/2015	Moss	Devon T		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001681	03/01/2016	Mota	Nora		Female	Hispanic or Latino		Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W000079	07/31/2015	Mota	Vivian M		Female	Hispanic or Latino		Administrative Support Workers	LIBRARY PAGE		Yes	EEO Establishment
D6W	D6W999987	08/10/2015	Murphy	Frank J		Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		Yes	EEO Establishment
D6W	D6W000064	04/22/2016	Napier Jr	Arthur		Male	Not Hispanic or Latino	White		Security Special Projects		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W001763	08/10/2015	Nardella	Robert V.		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		Yes	EEO Establishment
D6W	D6W001775	04/01/2016	Nardiello	Diana M.		Female	Not Hispanic or Latino	White	Administrative Support Workers	ACCTS. PAYABLE CLRK		Yes	EEO Establishment
D6W	D6W001777	08/10/2015	Nardiello	Frank		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001776	07/31/2015	Nardiello	Theresa		Female	Not Hispanic or Latino	White		Youth Staff		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W091755	07/31/2015	Natale	Dennis		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment

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D6W	D6W001723	07/31/2015	Negron	Philip		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000125	01/24/2016	Nicholas	Vincent		Male	Not Hispanic or Latino	White		River/Woods Security		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000266	09/17/2015	Nicosia	Eisa		Female	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W001767	07/31/2015	Nocita	Frank S.		Male	Not Hispanic or Latino	White	Service Workers	Railroad Safety Off		Yes	EEO Establishment
D6W	D6W001778	02/01/2016	Nocita	Phillip J.		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		Yes	EEO Establishment
D6W	D6W001779	07/31/2015	Nocita	Phillip P		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001780	07/31/2015	Nocita	Rosemary A.		Female	Not Hispanic or Latino	White	Administrative Support Workers	PAYROLL		Yes	EEO Establishment
D6W	D6W001791	08/10/2015	Nowicki	James		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment
D6W	D6W000317	08/10/2016	Ojeda	Blanca		Female	Hispanic or Latino		Professionals	Teacher-CID		Yes	EEO Establishment
D6W	D6W001808	08/10/2015	Olson	Douglas		Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH COMM. SUPV.		Yes	EEO Establishment
D6W	D6W001810	08/10/2015	Olson	Thomas		Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH COMM. SUPV.		Yes	EEO Establishment
D6W	D6W001813	08/10/2015	Orona	Vito		Male	Hispanic or Latino		Service Workers	Security Special Projects		Yes	EEO Establishment
D6W	D6W000110	12/29/2016	Orozco	Eric		Male	Hispanic or Latino			Security Special Projects		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W999998	12/05/2016	Orozco	Gloria I		Female	Hispanic or Latino		Administrative Support Workers	CLERK		Yes	EEO Establishment
D6W	D6W000310	07/05/2016	Orozco	Stephanie		Female	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W001830	02/01/2016	Ortega	Rigoberto		Male	Hispanic or Latino			ASST SUPERVISOR		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000083	07/31/2015	Ortiz	Jessica		Female	Hispanic or Latino		Service Workers	POLICE WOMAN		Yes	EEO Establishment
D6W	D6W001840	08/10/2015	Otmashin	Mark		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001865	08/10/2015	Padula	Joseph		Male	Not Hispanic or Latino	White	Professionals	FIRE CAPTAIN		Yes	EEO Establishment
D6W	D6W001877	08/10/2015	Palermo	Francesco		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001883	08/10/2015	Palermo	Mario		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W001930	08/02/2016	Panico	Joseph		Male	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W001908	07/31/2015	Panico III	Louis		Male	Not Hispanic or Latino	White	Executive/Senior Level Officials and Managers	COMPTROLLER		Yes	EEO Establishment
D6W	D6W000084	09/17/2015	Panzani	Joseph		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W001921	07/31/2015	Paolantonio	John J		Male	Not Hispanic or Latino	White	Laborers and Helpers	Maintenance		Yes	EEO Establishment
D6W	D6W999114	07/31/2015	Park	Village of Melrose		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W001961	07/31/2015	Perez	Lizet R		Female	Hispanic or Latino		Administrative Support Workers	ASST SUPERVISOR		Yes	EEO Establishment
D6W	D6W001985	07/31/2015	Pesce	Steve		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000087	08/14/2015	Piemonte	Christine		Female	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Director of Human Resources	E	Yes	EEO Establishment
D6W	D6W001995	08/02/2015	Piemonte	Kathleen M		Female	Not Hispanic or Latino	White		LIBRARY ASSISTANT		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000101	08/10/2015	Pieranunzi	Frank		Male	Not Hispanic or Latino	White	Service Workers	SPECIAL PROJECTS		Yes	EEO Establishment
D6W	D6W001998	08/10/2015	Pilati	Dominic R.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000325	10/01/2014	Pirozzoli	August V.		Male	Not Hispanic or Latino	White				Yes	EEO Establishment, EEOC Job Classification
D6W	D6W000058	03/01/2016	Pitassi	Sam		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	POLICE DEPT. CHIEF		Yes	EEO Establishment

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D6W	D6W02033	07/31/2015	Pitessl	Sam J		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W02070	08/10/2015	Pones Jr.	Anthony		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		Yes	EEO Establishment
D6W	D6W02027	08/10/2015	Pope	Frank John		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W02073	08/10/2015	Portee Jr.	Cecil		Male	Not Hispanic or Latino	Black or African American	Laborers and Helpers	STREET DRIVER LABOR		Yes	EEO Establishment
D6W	D6W00074	08/10/2015	Posner	Justin		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W02085	07/31/2015	Potamianos	William G.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W02131	07/31/2015	Powers	Donna M		Female	Not Hispanic or Latino	White	Administrative Support Workers	Dept Head Youth Services		Yes	EEO Establishment
D6W	D6W02094	07/31/2015	Pretzie	Rocco		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W02084	09/07/2016	Prignano	Anthony C		Male	Not Hispanic or Latino	White	Laborers and Helpers	LIBRARY MAINTENANCE		Yes	EEO Establishment
D6W	D6W02837	08/09/2015	Principe	James G.		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	MIS Manager		Yes	EEO Establishment
D6W	D6W02102	02/01/2018	Provenzano	James		Male	Not Hispanic or Latino	White		STREET SUPERINTEND.		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W00300	06/08/2018	Provenzano	James P		Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER STREET DEPT.		Yes	EEO Establishment
D6W	D6W02145	08/10/2015	Pulkownik	Pete		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W00193	10/01/2014	RICHARD J.	GUERINE		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W00303	06/08/2016	Raffaelli	Angelina		Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		Yes	EEO Establishment
D6W	D6W02185	08/10/2015	Raffaelli	Anthony		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W02186	04/16/2016	Raffaelli	Claudia		Female	Not Hispanic or Latino	White	Administrative Support Workers	CLERK		Yes	EEO Establishment
D6W	D6W02199	08/10/2015	Ranieri	Barbara		Female	Not Hispanic or Latino	White	Administrative Support Workers	CODE ENFORCEMENT SEC		Yes	EEO Establishment
D6W	D6W02231	08/10/2015	Ranieri	Luigi B		Male	Not Hispanic or Latino	White	Service Workers	Fleet Controller I		Yes	EEO Establishment
D6W	D6W02147	07/05/2016	Rauzi	Mark J		Male	Not Hispanic or Latino	White	Administrative Support Workers	FIRE POLICE COMMISSIONER		Yes	EEO Establishment
D6W	D6W02200	07/31/2015	Reclinos	Michael		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W99984	07/31/2015	Remitances	Planconnect		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W02251	08/10/2015	Reyes	Jose L		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W00281	03/03/2016	Riccardi	Aldo		Male	Not Hispanic or Latino	White		CROSSING GUARD		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W00084	08/10/2015	Riccardi	Dante		Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		Yes	EEO Establishment
D6W	D6W02209	07/31/2015	Rich	Bill		Male	Not Hispanic or Latino	White	Laborers and Helpers	CIVIC CENTER MAINT.		Yes	EEO Establishment
D6W	D6W02207	07/31/2015	Richter	Daniel		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W02210	08/10/2015	Rieger	Mark		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment
D6W	D6W02213	09/17/2015	Rinaldi	Charles		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment
D6W	D6W02226	07/31/2015	Rodriguez	Alfonso		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W00318	09/01/2016	Rodriguez	Alyana		Female	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W02230	08/10/2015	Rodriguez	Bernardino		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W02216	09/17/2015	Rodriguez	Raul		Male	Hispanic or Latino		Technicians	POLICE SERGEANT		Yes	EEO Establishment
D6W	D6W02218	11/29/2016	Rogowski	Steven		Male	Not Hispanic or Latino	White		PD Deputy Chief		Yes	EEO Establishment, EEOC Job Classification

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D6W	D6W002220	07/31/2015	Rojas	Carlos E		Male	Hispanic or Latino		First/Mid-Level Officials and Managers	HISPANIC COMMUNICATION DIRECTOR		Yes	EEO Establishment
D6W	D6W002141	02/01/2016	Rojas	Feliciano		Male	Hispanic or Latino		Service Workers	Maintenance		Yes	EEO Establishment
D6W	D6W002172	08/10/2015	Rosa	Joseph P		Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator Senior Building		Yes	EEO Establishment
D6W	D6W000142	03/02/2010	Rossi	Ruth		Female						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W000091	07/31/2015	Ruiz	Yesenia		Female	Hispanic or Latino		Administrative Support Workers	LIBRARY CIRC. CLERK		Yes	EEO Establishment
D6W	D6W000260	10/01/2014	SPINO	LAWRENCE K		Male						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification
D6W	D6W002287	08/10/2015	Sabatino	Anthony		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Electrical Inspector		Yes	EEO Establishment
D6W	D6W002342	10/01/2016	Saether	Terry N		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000118	11/04/2015	Salgado	Juan		Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W002318	08/10/2015	Sanchez	Cid		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000296	04/24/2016	Sanchez	Daniel A		Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		Yes	EEO Establishment
D6W	D6W002311	07/31/2015	Sansone	Domonique		Female	Not Hispanic or Latino	White		Camp Fun		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W092303	08/10/2015	Sansone	James		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	PLUMBING INSPECTOR		Yes	EEO Establishment
D6W	D6W000080	07/31/2015	Sami	Wesley		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002317	07/31/2015	Savaglio	Denise		Female	Not Hispanic or Latino	White	Administrative Support Workers	Circulation Tech		Yes	EEO Establishment
D6W	D6W002327	08/10/2015	Saviozzi	Stefano		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002341	09/21/2015	Scario	Salvatore		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Ass't Chief		Yes	EEO Establishment
D6W	D6W002456	07/31/2015	Scarpelli	Giuseppe A		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002350	08/10/2015	Scatchell	John		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment
D6W	D6W002384	07/31/2015	Scatchell	John A		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000314	07/11/2016	Schiller	James		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002238	07/31/2015	Schillinger	John E.		Male	Not Hispanic or Latino	White	Service Workers	POLICE DETECTIVE		Yes	EEO Establishment
D6W	D6W002397	07/31/2015	Schwartz	Phillip		Male	Not Hispanic or Latino	White	Service Workers	DIRECTOR ESPS		Yes	EEO Establishment
D6W	D6W002399	07/31/2015	Schwartz	Stephanie		Female	Not Hispanic or Latino	White	Administrative Support Workers	ADMINISTRATION ESPS		Yes	EEO Establishment
D6W	D6W002411	07/31/2015	Scudiero	Aldo		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002406	09/18/2015	Scudiero	Alax A		Male	Not Hispanic or Latino	White	Technicians	POLICE DEPT MIS MANAGER		Yes	EEO Establishment
D6W	D6W002403	08/10/2015	Scudiero	Anthony		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002402	08/10/2015	Scudiero	Frank		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002412	08/10/2015	Scudiero	Michael J.		Male	Not Hispanic or Latino	White	Technicians	POLICE SERGEANT		Yes	EEO Establishment
D6W	D6W002417	02/01/2016	Sepe	Frank M		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		Yes	EEO Establishment
D6W	D6W000318	09/26/2016	Serpico	Dina		Female	Not Hispanic or Latino	White	Professionals	Human Resources Assistant		Yes	EEO Establishment
D6W	D6W002421	08/10/2015	Serpico	Michael V.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000309	08/16/2016	Serpico	Raffaele J		Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER HELP		Yes	EEO Establishment
D6W	D6W399999	01/08/2016	Serpico	Ralph J		Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		Yes	EEO Establishment

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D6W	D6W002407	07/31/2015	Serpico	Terry		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CIVIC CNT. MNT.DIR.		Yes	EEO Establishment
D6W	D6W000096	08/10/2015	Severino	Helen		Female	Not Hispanic or Latino	White	Administrative Support Workers	Senior Building Aide		Yes	EEO Establishment
D6W	D6W992416	08/10/2015	Sgotba	John S.		Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W002435	07/31/2015	Shanka	Leslie		Female	Not Hispanic or Latino	White	Service Workers	POLICE DETECTIVE		Yes	EEO Establishment
D6W	D6W002431	07/31/2015	Shewaluk	Richard W.		Male	Not Hispanic or Latino	White	Administrative Support Workers	MID METRO TIF		Yes	EEO Establishment
D6W	D6W002462	08/10/2015	Shute	Thomas		Male	Not Hispanic or Latino	White	Service Workers	SEWER/WATER LANDSCAPING		Yes	EEO Establishment
D6W	D6W002448	07/31/2015	Siuro Jr	Michael N.		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Director Community Development		Yes	EEO Establishment
D6W	D6W000099	08/10/2015	Simental	Leticia		Female	Hispanic or Latino		Administrative Support Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W002572	07/31/2015	Simurdiak	Svetlana		Female	Not Hispanic or Latino	White	Service Workers	CROSSING GUARD		Yes	EEO Establishment
D6W	D6W002457	07/31/2015	Skeens	Vivian		Female	Not Hispanic or Latino	White	Service Workers	POLICE WOMAN		Yes	EEO Establishment
D6W	D6W002438	07/31/2015	Smyth	Michael A.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W999985	08/10/2015	Sommesl	Danny		Male	Not Hispanic or Latino	White	Service Workers	River/Woods Security		Yes	EEO Establishment
D6W	D6W002465	08/10/2015	Sorca	Ralph		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	BLDG. COMMISSIONER		Yes	EEO Establishment
D6W	D6W002454	08/10/2015	Soto	Juan C		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W000086	08/10/2015	Spata	Ronald C		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002474	07/31/2015	Spatafora	Constance		Female	Not Hispanic or Latino	White	Administrative Support Workers	Legal Secretary		Yes	EEO Establishment
D6W	D6W002332	07/31/2015	Spatafora	Nikola		Female	Not Hispanic or Latino	White	Service Workers	POLICE WOMAN		Yes	EEO Establishment
D6W	D6W002555	08/10/2015	Stenberg	Dave A.		Male	Not Hispanic or Latino	White	Laborers and Helpers	S&W LABORER		Yes	EEO Establishment
D6W	D6W000298	05/16/2016	Stoner	Erin		Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W092520	07/31/2015	Sullo	Giovanni		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W000061	07/31/2015	Sullo	Marco L		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W092589	08/10/2015	Taddeo	August R.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W009975	07/31/2015	Tapia	Carmen		Female	Hispanic or Latino		Administrative Support Workers	YOUTH BRD. MEMBER		Yes	EEO Establishment
D6W	D6W092596	07/05/2016	Tarallo	Beth Ann		Female	Not Hispanic or Latino	White	Administrative Support Workers	Secretary		Yes	EEO Establishment
D6W	D6W000071	08/16/2016	Tejeda	Cesar		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W092612	07/31/2015	Tejeda	Jesus Jr.		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002614	08/10/2015	Terrones	Josh		Male	Hispanic or Latino		Laborers and Helpers	LABORER		Yes	EEO Establishment
D6W	D6W002605	09/17/2015	Terrones	Marlene		Female	Hispanic or Latino		Administrative Support Workers	DEPUTY REGISTRAR		Yes	EEO Establishment
D6W	D6W002598	07/31/2015	Thull	Scott		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W092628	07/31/2015	Treffens	William P.		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002634	08/10/2015	Tropea	Giuseppe		Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		Yes	EEO Establishment
D6W	D6W892642	07/31/2015	Tropea	Salvatore		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002638	07/31/2015	Trujillo	Veronica		Female	Hispanic or Latino		Administrative Support Workers	Circulation assistant		Yes	EEO Establishment
D6W	D6W002647	08/10/2015	Ude	Timothy		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002683	09/17/2015	Unut'a	Eliza		Female	Hispanic or Latino		Administrative Support Workers	RECORDS CLERK		Yes	EEO Establishment
D6W	D6W002650	08/10/2015	Urso	Frank		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002671	08/10/2015	Urso	Joseph		Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		Yes	EEO Establishment

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D6W	D6W002684	08/10/2015	Vaccaro	Dionisio L.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002687	08/10/2015	Vandyke	Christopher		Male	Not Hispanic or Latino	White	Craft Workers	Foreman Sewer/Water		Yes	EEO Establishment
D6W	D6W002688	08/10/2015	Vargas	Isidro		Male	Hispanic or Latino		Craft Workers	FORMAN		Yes	EEO Establishment
D6W	D6W002685	08/10/2015	Vargas	Martha P.		Female	Hispanic or Latino		Administrative Support Workers	CLERK		Yes	EEO Establishment
D6W	D6W002681	08/10/2015	Vayda	Gregory S		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		Yes	EEO Establishment
D6W	D6W002682	08/10/2015	Vazquez	Rosita		Female	Hispanic or Latino		Administrative Support Workers	WATER BILL CLERK		Yes	EEO Establishment
D6W	D6W999991	09/17/2015	Velasquez	Orlando		Male	Hispanic or Latino		First/Mid-Level Officials and Managers	INSPECTOR		Yes	EEO Establishment
D6W	D6W000095	07/31/2015	Velasquez	Jose		Male	Hispanic or Latino		Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002689	07/31/2015	Venute	Rocco		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002703	08/10/2015	Verde	David J.		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002701	07/31/2015	Verde	Steven		Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		Yes	EEO Establishment
D6W	D6W002732	02/01/2016	Villanueva	Jose		Male	Hispanic or Latino			Foreman Street		Yes	EEO Establishment, EEOC Job Classification
D6W	D6W002737	08/10/2015	Villegas	Luis		Male	Hispanic or Latino		Craft Workers	S&W FOREMAN		Yes	EEO Establishment
D6W	D6W092742	09/17/2015	Wallace	Earl		Male	Not Hispanic or Latino	White	Administrative Support Workers	RECORDS CLERK		Yes	EEO Establishment
D6W	D6W000075	07/31/2015	Watts	Alisha		Female	Not Hispanic or Latino	Black or African American	Administrative Support Workers	LIBRARY PAGE		Yes	EEO Establishment
D6W	D6W000111	02/01/2016	White	Christopher		Male	Not Hispanic or Latino	White	Service Workers	SPECIAL PROJECTS		Yes	EEO Establishment
D6W	D6W002795	09/17/2015	Williams	Angela D.		Female	Not Hispanic or Latino	Black or African American	Administrative Support Workers	DESK OFFICER		Yes	EEO Establishment
D6W	D6W002862	07/31/2015	Williams	Carl		Male	Not Hispanic or Latino	Black or African American	Service Workers	AUXILIARY POLICE		Yes	EEO Establishment
D6W	D6W002840	07/31/2015	Wojcik	Ann Marie		Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W002799	08/01/2016	Wrosch	James		Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Ass't Chief		Yes	EEO Establishment
D6W	D6W002801	08/10/2015	Wrosch	Jason		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W002807	08/10/2015	Wurtz	Vincent A		Male	Not Hispanic or Latino	White	Service Workers	Firefighter		Yes	EEO Establishment
D6W	D6W000294	04/15/2016	Young	Jerrid		Male	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		Yes	EEO Establishment
D6W	D6W000385	10/01/2014	Zilo	Phiomena		Female						Yes	EEO Establishment, Ethnicity, Race, EEOC Job Classification

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06/01/2017	Abello	Carmelo	Male	Not Hispanic or Latino	White	Laborers and Helpers	Lead Utility Locator		No	
11/01/2017	Adams	Daniel J.	Male	Not Hispanic or Latino	White	Administrative Support Workers	Building Inspector		No	
01/11/2017	Aguirre	Sergio	Male	Hispanic or Latino			CHAIRMAN		Yes	EEOC Job Classification
08/10/2015	Aguirre	Jose A	Male	Hispanic or Latino		Service Workers	Maintenance		No	
08/10/2015	Alardo	Aaron	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Alcala	Raul	Male	Hispanic or Latino		Service Workers	Maintenance		No	
07/31/2015	Alfano	Maria	Female	Not Hispanic or Latino	White	Service Workers	CROSSING GUARD		No	
06/01/2017	Aliasí	Gilso	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
10/07/2016	Alsouri	Ibrahim	Male	Not Hispanic or Latino	Two or more races	Service Workers	CROSSING GUARD		No	
09/17/2015	Amabile	John Joseph	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Andersen	Eric	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
03/06/2018	Angulano	Lorena	Female	Hispanic or Latino		Administrative Support Workers	CLERK		No	
07/31/2015	Anzaldi	Robert S	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Aponte	Miguel	Male	Hispanic or Latino		Craft Workers	S&W FOREMAN		No	
09/17/2015	Arellano	Celia	Female	Hispanic or Latino		Administrative Support Workers	COMMUNICATIONS SUPV.		No	
07/31/2015	Baker	Wilma J	Female	Not Hispanic or Latino	Black or African	Service Workers	CROSSING GUARD		No	
07/01/2017	Barone	Anthony M.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Barone	Michael	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
07/31/2015	Barone	Nello	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
01/01/2018	Bartemio	Leonard J.	Male	Not Hispanic or Latino	White		Police Tactical		Yes	EEOC Job Classification
09/17/2015	Battisto	John	Male	Not Hispanic or Latino	White	Craft Workers	S&W DRIVER LABORER		No	
10/01/2018	Bazbaz	Isaac	Male	Not Hispanic or Latino	White	Administrative Support Workers	Chamber of Commerce		No	
03/02/2016	Beltrame	Richard	Male	Not Hispanic or Latino	White		FIRE DEPT. CHIEF		Yes	EEOC Job Classification
08/10/2015	Beltrame	Michael	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
07/11/2016	Blanchi	William	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Bianco	Kimberly	Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		No	
08/10/2015	Blumberg	Steve	Male	Not Hispanic or Latino	White	Laborers and Helpers	S&W LABORER		No	
08/10/2015	Bond	Shawn R.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
09/16/2017	Boonma	Burton	Male	Not Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Service Workers	Firefighter		No	
03/16/2018	Boy	Ruben	Male	Hispanic or Latino			Security Special Projects		Yes	EEOC Job Classification
03/01/2016	Buclo	Ericka	Female	Hispanic or Latino			INSTRUCTOR		Yes	EEOC Job Classification
05/09/2017	Cacciatore	Eugene J.	Male	Not Hispanic or Latino	White	Administrative Support Workers	POLICE SERGEANT		No	

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12/02/2016	Caira	Peter	Male	Not Hispanic or Latino	White		Special Assistant to Police Chief		Yes	EEOC Job Classification
09/17/2015	Calabria	Robert	Male	Not Hispanic or Latino	White	Technicians	Computer Technician		No	
09/21/2018	Celato	Joseph	Male	Not Hispanic or Latino	White		RiverWoods Security		Yes	EEOC Job Classification
06/01/2017	Camaci	Giovanni	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
08/10/2015	Campanelli	Frank J	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Campanelli	William	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Ass't Chief		No	
08/10/2015	Campo	Marco	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
12/05/2016	Capece	Francesco	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
12/11/2016	Cappello III	Joseph	Male	Not Hispanic or Latino	White		AUXILIARY POLICE		Yes	EEOC Job Classification
02/01/2016	Capra	Carl J	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		No	
07/31/2015	Carey	Brian W	Male	Not Hispanic or Latino	White	Professionals	PROSECUTOR		No	
06/04/2018	Carpanzano	Michael S	Male	Not Hispanic or Latino	White		SUMMER HELP		Yes	EEOC Job Classification
08/10/2015	Carpanzano	Frank A	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
08/10/2015	Carpanzano	Michael	Male	Not Hispanic or Latino	White	Craft Workers	S&W SUPERTINTEND		No	
08/10/2015	Casale	Robert	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
12/12/2016	Casillas	Hector	Male	Hispanic or Latino			LABORER		Yes	EEOC Job Classification
03/16/2018	Castellan	Arianna	Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		No	
07/11/2016	Castellan	Giovanni	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Castellan	Michael A.	Male	Not Hispanic or Latino	White	Service Workers	PD Deputy Chief		No	
09/01/2015	Castro	Claudia	Female	Hispanic or Latino		Administrative Support Workers	Plning Zning member		No	
07/31/2015	Cemauska	James	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Safety Director		No	
06/01/2017	Cemauska	Jason E	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
08/10/2015	Cervone Jr	John	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Cesarini	Angelo	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
06/04/2018	Chavez	Felipe I	Male	Hispanic or Latino		Laborers and Helpers	SUMMER STREET DEPT.		No	
04/01/2018	Chavez	Fernando	Male	Hispanic or Latino		Administrative Support Workers	Building Inspector		No	
02/01/2016	Chavez	Israel	Male	Hispanic or Latino		First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		No	
09/25/2018	Chiappetta	Sam J.	Male	Not Hispanic or Latino	White	Administrative Support Workers	POLICE LIEUTENANT		No	
01/07/2016	Ciancio	Rose	Female	Not Hispanic or Latino	White		LIBRARY CIRC. CLERK		Yes	EEOC Job Classification
05/01/2017	Ciancio	Rosalba	Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		No	

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06/01/2017	Ciando	Sam	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
10/16/2017	Cimino	Anthony	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	PURCHASING DIRECTOR		No	
08/10/2015	Coco	Edward L.	Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH COMM. SUPV.		No	
06/01/2018	Coduti	James J.	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
02/14/2017	Cordero-Andrade	Elizabeth	Female	Hispanic or Latino		Administrative Support Workers	Pinning Zning member		No	
09/16/2016	Cushion	Lawrence A.	Male	Not Hispanic or Latino	White	Laborers and Helpers	Maintenance		No	
09/01/2018	Cusumano	Anthony	Male	Not Hispanic or Latino	White	Administrative Support Workers	Compliance Administrator		No	
08/10/2015	Dalitto	Richie R.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
07/31/2015	Damico	Lisa	Female	Not Hispanic or Latino	White	Professionals	PROSECUTOR		No	
07/31/2015	Damron	Vaughn S.	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
09/01/2015	Datoil	Angelo	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
01/19/2016	DeCarlo	Anthony	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
01/11/2017	DeCarlo	Joseph	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Decarlo Jr	Michael D.	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Delperdo	James P.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
02/01/2018	Demaria	James A.	Male	Not Hispanic or Latino	White		MINI-BUS DRIVER		Yes	EEOC Job Classification
09/21/2015	Devita	Michael	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	DIRECTOR OF SEASONAL OPERATIONS		No	
11/02/2016	Di Fazio	Peggy	Female	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	DIR. SPEC. EVENTS		No	
08/01/2017	Difazio	Dominic L.	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
08/10/2015	Digenova	Vincenzo	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
07/31/2015	Dimalo	Dino B.	Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		No	
02/01/2018	Dindia	Frank Anthony	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
07/31/2015	Dindia	Patricia A.	Female	Not Hispanic or Latino	White	Administrative Support Workers	SECRETARY TO THE MAYOR		No	
08/10/2015	Dindia	Salvatore N.	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
04/23/2018	Dorantes	Eugenio	Male	Hispanic or Latino			LANDSCAPER		Yes	EEOC Job Classification
08/10/2015	Dote	Carl R.	Male	Not Hispanic or Latino	White	Administrative Support Workers	DESK		No	
01/01/2016	Egizio	Angelo B.	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
08/10/2015	Egizio	Angelo R.	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		No	
02/01/2018	Eleuteri	Michael	Male	Not Hispanic or Latino	White	Administrative Support Workers	MINI-BUS DRIVER		No	

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POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
07/31/2015	Eleuteri	Peter	Male	Not Hispanic or Latino	White	Administrative Support Workers	COORDINATOR ECONOMIC DEVELOPMENT		No	
07/05/2016	Esposito	Pasquale	Male	Not Hispanic or Latino	White	Administrative Support Workers	Secretary		No	
07/31/2015	Farmer	Darrell	Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		No	
07/31/2015	Fatta	Louis V	Male	Not Hispanic or Latino	White	Service Workers	Director of Security		No	
05/01/2017	Felske	Linda Carol	Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		No	
07/31/2015	Ferolo	George D.	Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		No	
09/16/2017	Fiore	Nicholas	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/21/2018	Flanagan	Margaret M	Female	Not Hispanic or Latino	White	Administrative Support Workers	Deputy Director	E	No	
08/10/2015	Flores	Santos	Male	Hispanic or Latino		Craft Workers	Foreman Sewer/Water		No	
07/31/2015	Flores III	Luis A	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
07/31/2015	Fogg	Chane	Male	Not Hispanic or Latino	Asian	Service Workers	POLICEMAN		No	
08/10/2015	Frey	Michael	Male	Not Hispanic or Latino	White	Service Workers	Driver/Laborer		No	
02/01/2018	Frulla	Richard	Female	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
07/16/2018	Gagliardo	Michael	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
02/02/2017	Garcia Gomez	Natalia	Female	Hispanic or Latino			CUSTOMER SERVICE OFFICER		Yes	EEOC Job Classification
08/15/2016	Gibbs	Andrew	Male	Not Hispanic or Latino	White	Technicians	MIS TECH SUPPORT		No	
07/31/2015	Gibson	Adam G	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
06/11/2018	Giglio	Frank A	Male	Not Hispanic or Latino	White		RiverWoods Security		Yes	EEOC Job Classification
08/10/2015	Giglio	Frank G	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
10/01/2017	Giovenco	James	Male	Not Hispanic or Latino	White		Maintenance		Yes	EEOC Job Classification
08/20/2018	Godinez	Epigmenio	Male	Hispanic or Latino		Administrative Support Workers	Maintenance		No	
02/01/2018	Gonzalez	George	Male	Hispanic or Latino		Service Workers	Security Special Projects		No	
07/31/2015	Graziani	Lido A.	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Greco	Anthony G.	Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		No	
07/31/2015	Green	Nicholas G	Male	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY PAGE		No	
09/21/2015	Gregory	Julia M	Female	Not Hispanic or Latino	Black or African	Professionals	Ass't Reference		No	
08/10/2015	Greiffelt	Kenneth	Male	Not Hispanic or Latino	White	Professionals	FIRE CAPTAIN		No	
07/31/2015	Gucciardo	David	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
12/05/2018	Gulino	Nicole Anne	Female	Not Hispanic or Latino	White	Laborers and Helpers	Camp Fun		No	
07/31/2015	Gutierrez	Eric	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	

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POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
09/01/2016	Gutierrez	Leticia A	Female	Hispanic or Latino		First/Mid-Level Officials and Managers	HISPANIC COMMUNICATION DIRECTOR		No	
08/10/2015	Gutierrez	Rocky	Male	Hispanic or Latino		Service Workers	Firefighter		No	
09/25/2018	Guzman	Eddie	Male	Hispanic or Latino		Administrative Support Workers	POLICE LIEUTENANT		No	
07/31/2015	Guzman	Juan F	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
01/01/2018	Gvist	Brian	Male	Not Hispanic or Latino	White		Police Investigator		Yes	EEOC Job Classification
07/31/2015	Hart	Cynthia L	Female	Not Hispanic or Latino	Black or African	Service Workers	CROSSING GUARD		No	
06/01/2017	Harty	Mark	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
01/01/2018	Hilgenberg	David	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
06/01/2016	Humpf	Stephen F	Male	Not Hispanic or Latino	White	Laborers and Helpers	Foreman Street		No	
07/31/2015	Hutchinson	Alvin G	Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator front desk		No	
08/10/2015	Iannelli	Anthony	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
08/10/2015	Iannelli	Armando	Male	Not Hispanic or Latino	White	Craft Workers	SUPT. MECH/ELEC		No	
04/01/2018	Iannelli	Michael	Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator front desk		No	
08/10/2015	Iannelli	Sabato	Male	Not Hispanic or Latino	White	Craft Workers	MECHANIC		No	
04/01/2016	Iannelli	Sabino	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
08/10/2015	Islami	Florin	Male	Not Hispanic or Latino	Asian	Professionals	FIRE CAPTAIN		No	
07/31/2015	Jarecki	Brian	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Julian	Mary	Female	Not Hispanic or Latino	White	Administrative Support Workers	SPECIAL PROJECTS		No	
09/07/2016	Kalnicky	Charles	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
08/10/2015	Karabatsos	James	Male	Not Hispanic or Latino	White	Professionals	FIRE CAPTAIN		No	
01/01/2017	Kay	Michael	Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		No	
02/01/2018	Klugger	Richard	Male	Not Hispanic or Latino	White		PLAN BRD MEMBER		Yes	EEOC Job Classification
09/18/2015	Klugger	Kathy	Female	Not Hispanic or Latino	White	Administrative Support Workers	CLERK		No	
08/10/2015	Klugger	Nick M.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Klugger	Richard W.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Kohut	Robert W	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
09/28/2018	Korsch	Chris W	Male	Not Hispanic or Latino	White		POLICE SERGEANT		Yes	EEOC Job Classification
07/31/2015	Kreft	Barbara	Female	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	PURCHASING DIRECTOR		No	
07/31/2015	LaGioia	Sandra F	Female	Not Hispanic or Latino	White	Administrative Support Workers	ACCTS. PAYABLE CLRK		No	
06/16/2017	LaGioia	Vincent Anthony	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
08/10/2015	LaMontagna	Pat	Male	Not Hispanic or Latino	White	Craft Workers	Maintenance		No	

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POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
08/01/2017	Lagioia	Michael	Male	Not Hispanic or Latino	White		ASST. SUPT. S&W		Yes	EEOC Job Classification
09/17/2015	Laino	Jolette	Female	Not Hispanic or Latino	White	Administrative Support Workers	SECRETARY TO POLICE CHIEF		No	
01/01/2018	Lascola	Orlando	Male	Not Hispanic or Latino	White		Police Juvenile Officer		Yes	EEOC Job Classification
08/14/2017	Lavalais	Kyll	Male	Not Hispanic or Latino	Black or African		POLICE LIEUTENANT		Yes	EEOC Job Classification
08/10/2015	LeGal	Guy	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Leverenz	Ted	Male	Not Hispanic or Latino	White	Administrative Support Workers	Water Shed		No	
08/10/2015	Lichter	Michael	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
04/14/2016	Lomeli	Leticia	Female	Hispanic or Latino		Administrative Support Workers	CLERK		No	
07/11/2016	Lomeli	Ruben	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
09/17/2015	Loochtan	Joseph A	Male	Not Hispanic or Latino	White	Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
08/10/2015	Lorenzo	Sebastian	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
07/31/2015	Lorenzo Jr	Sebastian	Male	Not Hispanic or Latino	White	Service Workers	AUXILIARY POLICE		No	
08/10/2015	Loesch	Anthony J	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Lozano	Everardo B	Male	Hispanic or Latino		Service Workers	Forman Landscaping		No	
08/10/2015	Lulio	John P	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
10/01/2018	Macias	Jesse	Male	Hispanic or Latino		Administrative Support Workers	Asst. Chamber of Commerce		No	
07/31/2015	Macias	Judith De La Mora	Female	Hispanic or Latino		First/Mid-Level Officials and Managers	DIR HISPANIC BUS DEV & HIS SENIOR SER		No	
08/10/2015	Macino	Vito	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
11/30/2016	Maiello	Nunzio	Male	Not Hispanic or Latino	White		POLICE LIEUTENANT		Yes	EEOC Job Classification
04/16/2016	Maiello Gluecklich	Cynthia	Female	Not Hispanic or Latino	White	Professionals	DIRECTOR LIBRARY		No	
08/10/2015	Manzo	Gennaro	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/17/2015	Marchetti	Michael	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	HEALTH INSPECTOR		No	
08/06/2018	Marella	Lauren	Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		No	
08/10/2015	Marella	Nancy	Female	Not Hispanic or Latino	White	Administrative Support Workers	SECRETARY BLDG CMSR		No	
08/10/2015	Marella	Peter	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
08/10/2015	Marlan	Roger	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
07/31/2015	Marine	Gary M	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	DIR OF PUBLIC WORKS		No	
07/31/2015	Matarrese	Frank	Male	Not Hispanic or Latino	White	Administrative Support Workers	Youth Supervisor		No	
12/10/2018	McMillan	Jennifer L	Female	Not Hispanic or Latino	White	Administrative Support Workers	Dial-A-Ride Operator		No	
08/16/2018	Medina	Gustavo	Male	Hispanic or Latino			LANDSCAPER		Yes	EEOC Job Classification

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POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
05/01/2018	Menolascino	John	Male	Not Hispanic or Latino	White	Laborers and Helpers	SUMMER STREET DEPT.		No	
08/10/2015	Menolascino	John A	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Mentone	Ronald J	Male	Not Hispanic or Latino	White	Professionals	ASS'T PROSECUTOR		No	
08/10/2015	Migliore	Vito	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
08/10/2015	Misasi	Frank E	Male	Not Hispanic or Latino	White	Service Workers	MINI-BUS DRIVER		No	
07/31/2015	Modugno	John	Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH BRD. MEMBER		No	
07/31/2015	Montes	Gandolfa	Female	Hispanic or Latino		Service Workers	CROSSING GUARD		No	
08/27/2018	Montino	Michael	Male	Not Hispanic or Latino	White		AUXILIARY POLICE		Yes	EEOC Job Classification
03/16/2018	Montino	Alexia	Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		No	
07/31/2015	Montoya	Marlo	Male	Hispanic or Latino		Administrative Support Workers	YOUTH BRD. MEMBER		No	
07/31/2015	Montoya	Pedro	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
08/10/2015	Morella	Steven	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
09/17/2018	Morrocco	George	Male	Not Hispanic or Latino	Two or more races	Administrative Support Workers	CROSSING GUARD		No	
03/01/2016	Mota	Nora	Female	Hispanic or Latino		Administrative Support Workers	LIBRARY ASSISTANT		No	
07/31/2015	Mota	Vivian M	Female	Hispanic or Latino		Administrative Support Workers	LIBRARY PAGE		No	
08/10/2015	Murphy	Frank J	Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		No	
01/01/2017	Napier Jr	Arthur	Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		No	
04/01/2016	Nardiello	Diana M.	Female	Not Hispanic or Latino	White	Administrative Support Workers	ACCTS. PAYABLE CLRK		No	
08/10/2015	Nardiello	Frank	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
10/01/2018	Nardiello	Theresa	Female	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH COMM. SUPV.		No	
07/31/2015	Natale	Dennis	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
05/24/2018	Negron	Phillip	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
02/01/2017	Nicholas	Vincent	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
09/17/2015	Nicosia	Elisa	Female	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
02/01/2016	Nocita	Phillip J.	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		No	
07/31/2015	Nocita	Phillip P	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
04/02/2018	Ochoa	Gerardo	Male	Hispanic or Latino			LANDSCAPER		Yes	EEOC Job Classification
09/10/2016	Ojeda	Bianca	Female	Hispanic or Latino		Professionals	Teacher-CID		No	
09/01/2018	Olson	Douglas	Male	Not Hispanic or Latino	White	Administrative Support Workers	Director fo Strategic Initiatives BusDev		No	

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POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
08/10/2015	Olson	Thomas	Male	Not Hispanic or Latino	White	Administrative Support Workers	YOUTH COMM. SUPV.		No	
06/04/2018	Orozco	Ricardo	Male	Hispanic or Latino			SUMMER HELP		Yes	EEOC Job Classification
01/16/2018	Orozco	Eric	Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
02/20/2017	Orozco	Gloria I	Female	Hispanic or Latino		Administrative Support Workers	Operator front desk		No	
02/01/2016	Ortega	Rigoberto	Male	Hispanic or Latino			ASST SUPERVISOR		Yes	EEOC Job Classification
07/31/2015	Ortiz	Jessica	Female	Hispanic or Latino		Service Workers	POLICE WOMAN		No	
08/10/2015	Otmaskin	Mark	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Padula	Joseph	Male	Not Hispanic or Latino	White	Professionals	FIRE CAPTAIN		No	
08/10/2015	Palermo	Francesco	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Palermo	Mario	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/02/2015	Panico	Joseph	Male	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		No	
07/31/2015	Panico III	Louis	Male	Not Hispanic or Latino	White	Executive/Senior Level Officials and Managers	COMPTROLLER		No	
09/17/2015	Panzani	Joseph	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Paolantonio	John J	Male	Not Hispanic or Latino	White	Laborers and Helpers	Maintenance		No	
01/01/2018	Passarella III	John	Male	Not Hispanic or Latino	White		Landscaping Laborer		Yes	EEOC Job Classification
07/31/2015	Perez	Lizet R	Female	Hispanic or Latino		Administrative Support Workers	ASST SUPERVISOR		No	
07/31/2015	Pesce	Steve	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/14/2015	Piemonte	Christine	Female	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Director of Human Resources	E	No	
08/10/2015	Pieranunzi	Frank	Male	Not Hispanic or Latino	White	Service Workers	SPECIAL PROJECTS		No	
06/01/2017	Pilati	Dominic R.	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
03/01/2016	Pitassi	Sam	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	POLICE DEPT. CHIEF		No	
07/31/2015	Pitassi	Sam J	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
04/02/2018	Pones Jr.	Anthony	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		No	
08/10/2015	Pope	Frank John	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Portee Jr.	Cecil	Male	Not Hispanic or Latino	Black or African American	Laborers and Helpers	STREET DRIVER LABOR		No	
08/10/2015	Posner	Justin	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
07/31/2015	Potamianos	William G.	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/21/2018	Powers	Donna M	Female	Not Hispanic or Latino	White	Administrative Support Workers	Asst. Deputy Director	E	No	
09/07/2016	Prignano	Anthony C	Male	Not Hispanic or Latino	White	Laborers and Helpers	LIBRARY MAINTENANCE		No	

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12/26/2017	Principe	James G.	Male	Not Hispanic or Latino	White	Administrative Support Workers	IT Director		No	
02/01/2016	Provenzano	James	Male	Not Hispanic or Latino	White		STREET SUPERINTEND.		Yes	EEOC Job Classification
09/01/2018	Provenzano	James P	Male	Not Hispanic or Latino	White		RiverWoods Security		Yes	EEOC Job Classification
02/01/2018	Puccio	Thomas	Male	Not Hispanic or Latino	White	Service Workers	Security Special Projects		No	
08/10/2015	Pulkownik	Pete	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
06/04/2018	Raffaelli	Anthony	Male	Not Hispanic or Latino	White		SUMMER STREET DEPT.		Yes	EEOC Job Classification
12/05/2018	Raffaelli	Angellina	Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		No	
08/10/2015	Raffaelli	Anthony	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
03/08/2018	Raffaelli	Claudia	Female	Not Hispanic or Latino	White	Administrative Support Workers	CODE ENFORCEMENT SEC		No	
06/04/2018	Ranieri	Michael	Male	Not Hispanic or Latino	White		SUMMER STREET DEPT.		Yes	EEOC Job Classification
08/10/2015	Ranieri	Barbara	Female	Not Hispanic or Latino	White	Administrative Support Workers	CODE ENFORCEMENT SEC		No	
08/10/2015	Ranieri	Luigi B	Male	Not Hispanic or Latino	White	Service Workers	Fleet Controller I		No	
07/05/2016	Rauzi	Mark J	Male	Not Hispanic or Latino	White	Administrative Support Workers	FIRE POLICE COMMISSIONER		No	
07/31/2015	Recinos	Michael	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
08/10/2015	Reyes	Jose L	Male	Hispanic or Latino		Laborers and Helpers	LABORER		No	
03/03/2018	Ricciardi	Aldo	Male	Not Hispanic or Latino	White		CROSSING GUARD		Yes	EEOC Job Classification
08/10/2015	Ricciardi	Dante	Male	Not Hispanic or Latino	White	Service Workers	RiverWoods Security		No	
07/31/2015	Rich	Bill	Male	Not Hispanic or Latino	White	Laborers and Helpers	CIVIC CENTER MAINT.		No	
07/31/2015	Richter	Daniel	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Rieger	Mark	Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		No	
01/06/2017	Rodriguez	Alfonso	Male	Hispanic or Latino			POLICE DETECTIVE		Yes	EEOC Job Classification
05/15/2018	Rodriguez	Dolores	Female	Hispanic or Latino			CUSTOMER SERVICE OFFICER		Yes	EEOC Job Classification
09/01/2016	Rodriguez	Alyana	Female	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
08/10/2015	Rodriguez	Bernardino	Male	Hispanic or Latino		Laborers and Helpers	LABORER		No	
09/27/2017	Rodriguez	Raul	Male	Hispanic or Latino		Administrative Support Workers	POLICE LIEUTENANT		No	
11/29/2016	Rogowski	Steven	Male	Not Hispanic or Latino	White		PD Deputy Chief		Yes	EEOC Job Classification
07/31/2015	Rojas	Carlos E	Male	Hispanic or Latino		First/Mid-Level Officials and Managers	HISPANIC COMMUNICATION DIRECTOR		No	
02/01/2016	Rojas	Feliciano	Male	Hispanic or Latino		Service Workers	Maintenance		No	

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08/10/2015	Rosa	Joseph P	Male	Not Hispanic or Latino	White	Administrative Support Workers	Operator Senior Building		No	
01/05/2018	Rossi	Paul	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Sabatino	Anthony	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Electrical Inspector		No	
10/01/2016	Saether	Terry N	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
11/04/2015	Salgado	Juan	Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
08/10/2015	Sanchez	Cid	Male	Hispanic or Latino		Laborers and Helpers	LABORER		No	
04/24/2016	Sanchez	Daniel A	Male	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
03/16/2018	Sansone	Dominique	Female	Not Hispanic or Latino	White	Administrative Support Workers	Camp Fun		No	
02/05/2018	Sansone	James	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	PLUMBING INSPECTOR		No	
07/31/2015	Sarni	Wesley	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Saviozzl	Stefano	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
09/21/2015	Scario	Salvatore	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Ass't Chief		No	
07/31/2015	Scarpelli	Giuseppe A	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Scatchell	John	Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		No	
09/03/2018	Scatchell	John A	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/11/2016	Schiller	James	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
05/09/2017	Schilling	John E.	Male	Not Hispanic or Latino	White	Administrative Support Workers	POLICE SERGEANT		No	
07/31/2015	Schwartz	Philip	Male	Not Hispanic or Latino	White	Service Workers	DIRECTOR ESPS		No	
07/31/2015	Schwartz	Stephanie	Female	Not Hispanic or Latino	White	Administrative Support Workers	ADMINISTRATION ESPS		No	
06/01/2018	Scudiero	Aldo J	Male	Not Hispanic or Latino	White		SUMMER HELP		Yes	EEOC Job Classification
03/16/2018	Scudiero	Micayla	Female	Not Hispanic or Latino	White		Camp Fun		Yes	EEOC Job Classification
07/31/2015	Scudiero	Aldo	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
09/18/2015	Scudiero	Alex A	Male	Not Hispanic or Latino	White	Technicians	POLICE DEPT MIS MANAGER		No	
08/10/2015	Scudiero	Anthony	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Scudiero	Frank	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
12/04/2017	Scudiero	Michael J.	Male	Not Hispanic or Latino	White	Service Workers	POLICE LIEUTENANT		No	
02/01/2016	Sepe	Frank M	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	CODE ENFORCE INSP.		No	
02/16/2018	Serpico	Ralph	Male	Not Hispanic or Latino	White		RiverWoods Security		Yes	EEOC Job Classification
12/01/2017	Serpico	Dina	Female	Not Hispanic or Latino	White	Professionals	Human Resources Assistant		No	
10/06/2017	Serpico	Michael V.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	

VMP-JJS 004187

POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
10/01/2018	Serpico	Raffaele J	Male	Not Hispanic or Latino	White	Administrative Support Workers	SUMMER CIVIC CENTER		No	
11/01/2018	Serpico	Terry	Male	Not Hispanic or Latino	White	Administrative Support Workers	Civic Center Manager		No	
05/22/2018	Severino	Helen	Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY CIRC. CLERK		No	
08/10/2015	Sgobba	John S.	Male	Not Hispanic or Latino	White	Laborers and Helpers	LABORER		No	
01/01/2018	Shankle	Leslie	Female	Not Hispanic or Latino	White	Administrative Support Workers	POLICE WOMAN		No	
07/31/2015	Shaweluk	Richard W.	Male	Not Hispanic or Latino	White	Administrative Support Workers	MID METRO TIFF		No	
04/02/2018	Shute	Thomas	Male	Not Hispanic or Latino	White		Operator front desk		Yes	EEOC Job Classification
07/31/2015	Sicuro Jr	Michael N.	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Director Community Development		No	
08/10/2015	Simental	Leticia	Female	Hispanic or Latino		Administrative Support Workers	CROSSING GUARD		No	
07/31/2015	Skeens	Vivian	Female	Not Hispanic or Latino	White	Service Workers	POLICE WOMAN		No	
04/02/2018	Smarto	Matthew	Male	Not Hispanic or Latino	White		LANDSCAPER		Yes	EEOC Job Classification
12/05/2018	Smith	Austyn	Female	Not Hispanic or Latino	White		Camp Fun		Yes	EEOC Job Classification
07/31/2015	Smyth	Michael A.	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
10/24/2018	Soils	Mayra	Female	Hispanic or Latino			CUSTOMER SERVICE OFFICER		Yes	EEOC Job Classification
02/01/2018	Sommes	Danny	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
08/10/2015	Sorce	Ralph	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	BLDG. COMMISSIONER		No	
03/16/2018	Soto	Jessica	Female	Hispanic or Latino			CLERK		Yes	EEOC Job Classification
08/10/2015	Soto	Juan C	Male	Hispanic or Latino		Laborers and Helpers	LABORER		No	
08/10/2015	Spata	Ronald C	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
02/01/2018	Spatafora	Constance	Female	Not Hispanic or Latino	White	Administrative Support Workers	CLERK		No	
07/31/2015	Spatafora	Nikole	Female	Not Hispanic or Latino	White	Service Workers	POLICE WOMAN		No	
02/01/2018	Stenberg	Dave A.	Male	Not Hispanic or Latino	White		LABORER		Yes	EEOC Job Classification
07/31/2015	Sullo	Giovanni	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Sullo	Marco L	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
07/31/2015	Tapia	Carmen	Female	Hispanic or Latino		Administrative Support Workers	YOUTH BRD. MEMBER		No	
07/05/2016	Tarallo	Beth Ann	Female	Not Hispanic or Latino	White	Administrative Support Workers	Secretary		No	
07/31/2015	Tejeda	Jesus Jr.	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
08/10/2015	Terrones	Josh	Male	Hispanic or Latino		Laborers and Helpers	LABORER		No	
09/17/2015	Terrones	Marlene	Female	Hispanic or Latino		Administrative Support Workers	DEPUTY REGISTRAR		No	

VMP-JJS 004188

POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
08/27/2018	Thull	Scott	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
06/04/2018	Torres	Cristian	Male	Hispanic or Latino			SUMMER HELP		Yes	EEOC Job Classification
01/01/2018	Treffens	William P.	Male	Not Hispanic or Latino	White		Police Juvenile Officer		Yes	EEOC Job Classification
08/10/2015	Tropea	Giuseppe	Male	Not Hispanic or Latino	White	Professionals	FIRE LIEUTENANT		No	
07/31/2015	Tropea	Salvatore	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
05/16/2018	Trujillo	Veronica	Female	Hispanic or Latino		Administrative Support Workers	Circulation assistant		No	
08/10/2015	Ude	Timothy	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
09/17/2015	Urrutia	Ediza	Female	Hispanic or Latino		Administrative Support Workers	RECORDS CLERK		No	
08/10/2015	Urso	Frank	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Urso	Joseph	Male	Not Hispanic or Latino	White	Professionals	POLICE LIEUTENANT		No	
08/16/2018	Vaca Contreras	Sebastian	Male	Hispanic or Latino			SUMMER HELP		Yes	EEOC Job Classification
08/10/2015	Vaccaro	Dionisio L.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/01/2018	Valle	Suleima	Female	Hispanic or Latino		Administrative Support Workers	CUSTOMER SERVICE OFFICER		No	
08/10/2015	Vandyke	Christopher	Male	Not Hispanic or Latino	White	Craft Workers	Foreman Sewer/Water		No	
08/10/2015	Vargas	Isidro	Male	Hispanic or Latino		Craft Workers	FORMAN		No	
08/10/2015	Vargas	Martha P.	Female	Hispanic or Latino		Administrative Support Workers	CLERK		No	
08/10/2015	Vayda	Gregory S	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	INSPECTOR		No	
08/10/2015	Vazquez	Rosita	Female	Hispanic or Latino		Administrative Support Workers	WATER BILL CLERK		No	
07/31/2015	Velazquez	Jose	Male	Hispanic or Latino		Service Workers	POLICEMAN		No	
08/16/2018	Venute	Rocco C	Male	Not Hispanic or Latino	White		SUMMER HELP		Yes	EEOC Job Classification
07/31/2015	Venute	Rocco	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
08/10/2015	Verde	David J.	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
07/31/2015	Verde	Steven	Male	Not Hispanic or Latino	White	Service Workers	POLICEMAN		No	
02/01/2016	Villanueva	Jose	Male	Hispanic or Latino			Foreman Street		Yes	EEOC Job Classification
08/10/2015	Villegas	Luis	Male	Hispanic or Latino		Craft Workers	S&W FOREMAN		No	
09/17/2015	Wallace	Earl	Male	Not Hispanic or Latino	White	Administrative Support Workers	RECORDS CLERK		No	
07/02/2018	Watts	Brandon	Male				SUMMER HELP		Yes	Ethnicity, Race, EEOC Job Classification
09/17/2015	Williams	Angela D.	Female	Not Hispanic or Latino	Black or African American	Administrative Support Workers	DESK OFFICER		No	
07/31/2015	Williams	Carl	Male	Not Hispanic or Latino	Black or African American	Service Workers	AUXILIARY POLICE		No	
07/31/2015	Wojcik	Ann Marie	Female	Not Hispanic or Latino	White	Administrative Support Workers	LIBRARY ASSISTANT		No	

VMP-JJS 004189

POSITION EFFECTIVE DATE	LAST NAME	FIRST NAME	GENDER	ETHNICITY	RACE	EEOC JOB CLASSIFICATION	JOB TITLE	FLSA CLASSIFICATION	MISSING DATA	MISSING FIELDS
06/01/2016	Wrosch	James	Male	Not Hispanic or Latino	White	First/Mid-Level Officials and Managers	Ass't Chief		No	
08/10/2015	Wrosch	Jason	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	
08/10/2015	Wurtz	Vincent A	Male	Not Hispanic or Latino	White	Service Workers	Firefighter		No	

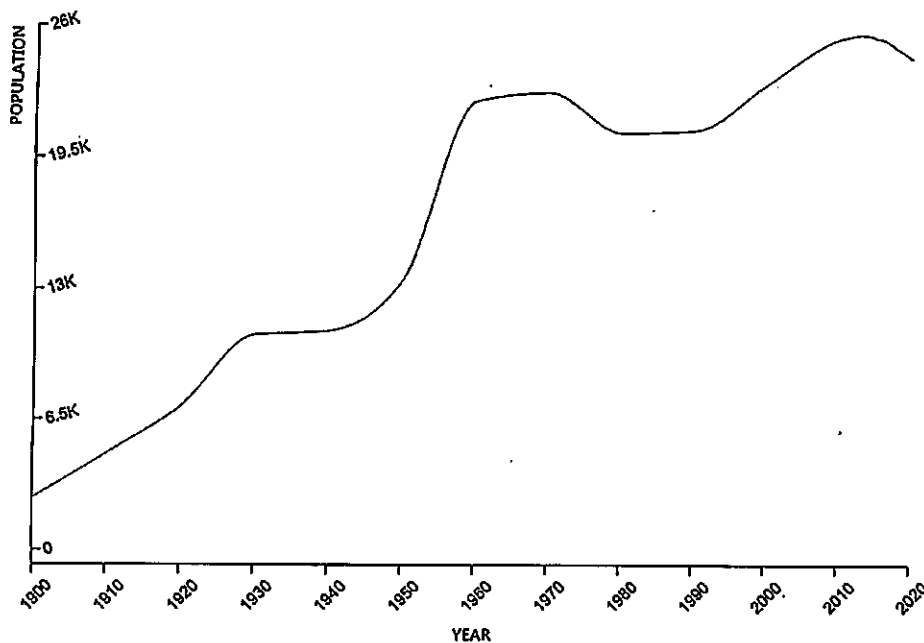
VMP-JJS 004190

World Population Review



Melrose Park, Illinois Population 2020

24,449



Melrose Park is a city located in Illinois. With a 2020 population of 24,449, it is the 95th largest city in Illinois and the 1577th largest city in the United States. Melrose Park is currently declining at a rate of -0.96% annually and its population has decreased by -3.79% since the most recent census, which recorded a population of 25,411 in 2010. Melrose Park reached its highest population of 25,647 in 2013. Spanning over 4 miles, Melrose Park has a population density of 5,768 people per square mile.

The average household income in Melrose Park is \$64,001 with a poverty rate of 17.02%. The median rental costs in recent years comes to \$970 per month, and the median house value is \$178,600. The median age in Melrose Park is 33.9 years, 31.6 years for males, and 35.3 years for females. For every 100 females there are 107.2 males.

Melrose Park Demographics

According to the most recent ACS, the racial composition of Melrose Park was:

- White: 58.29%
- Other race: 33.87%
- Black or African American: 6.07%
- Asian: 0.72%
- Two or more races: 0.61%

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State	<u>Illinois</u>
Land Area	4.2 sq mi
Density	5,768.4/sq mi
2020 Growth Rate	-0.96%
Growth Since 2010	-3.79%
Rank in State	<u>95th</u>
Rank in Country	<u>1577th</u>

The current population of Melrose Park, Illinois is 24,449, based on our projections of the latest US Census estimates. The US Census estimates the 2018 population at 24,925. The last official US Census in 2010 recorded

VMF-JJS 004191

7/28/2020

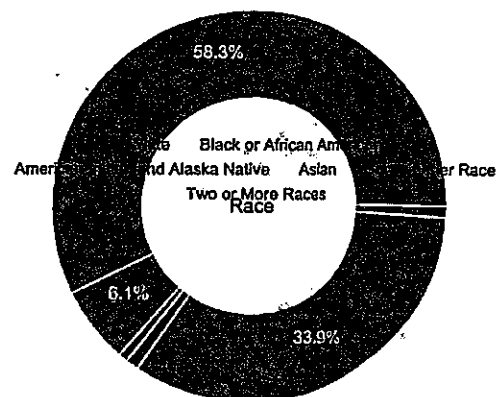
Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Population by Race

[Show Source](#)

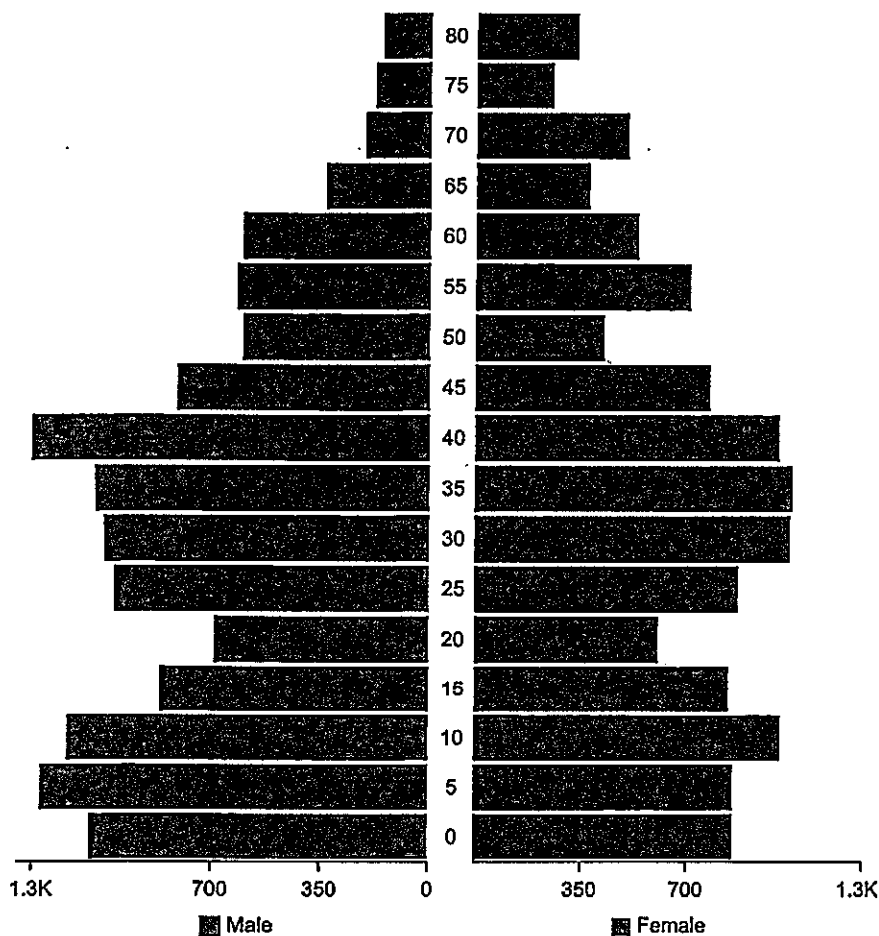
Race	Population	Percentage
Black or African American	1,537	6.07%
Asian	182	0.72%
Two or More Races	154	0.61%
American Indian and Alaska Native	111	0.44%



Melrose Park Population by Age

[Show Source](#)

Melrose Park Population Pyramid 2020



Melrose Park Median Age

33.9 31.6 35.3



Total



Male



Female

Melrose Park Adults

There are 17,981 adults, (2,667 of whom are seniors) in Melrose Park.

Melrose Park Age Dependency

65.3 Age Dependency Ratio

17.4 Old Age Dependency Ratio

47.9 Child Dependency Ratio

Melrose Park Sex Ratio

Female 12,218 48.27%

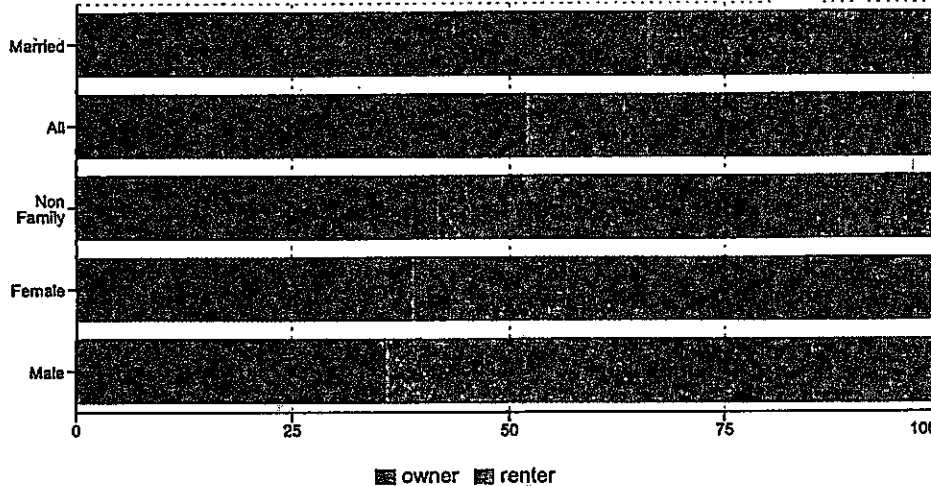
Male 13,093 51.73%

Melrose Park Households and Families

Melrose Park Households and Families

[Show Source](#)

Melrose Park Renter vs Owner Occupied by Household Type



Melrose Park Household Types

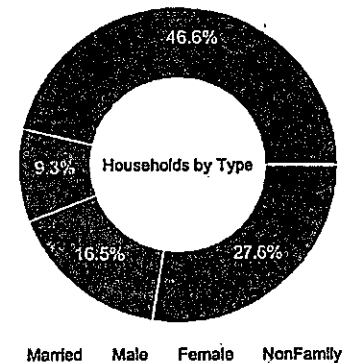
Type	Owner ▼	Renter
Married	66%	34%
All	52%	48%
Non Family	41.6%	58.4%
Female	38.7%	61.3%
Male	35.7%	64.3%

52.0% Rate of Home Ownership

Melrose Park Households by Type

[Show Source](#)

Type	Count ▼	Average Size	Owned
All	7,678	3.28	52
Married	3,578	4.11	66
Non Family	2,119	1.21	41.6
Female	1,264	4.06	38.7
Male	717	3.91	35.7



3.91 Average Family Size ⓘ 8.9% Unmarried (Opposite Sex) ⓘ

3.28 Average Household Size ⓘ 0.3% Unmarried (Same Sex) ⓘ

Melrose Park Education

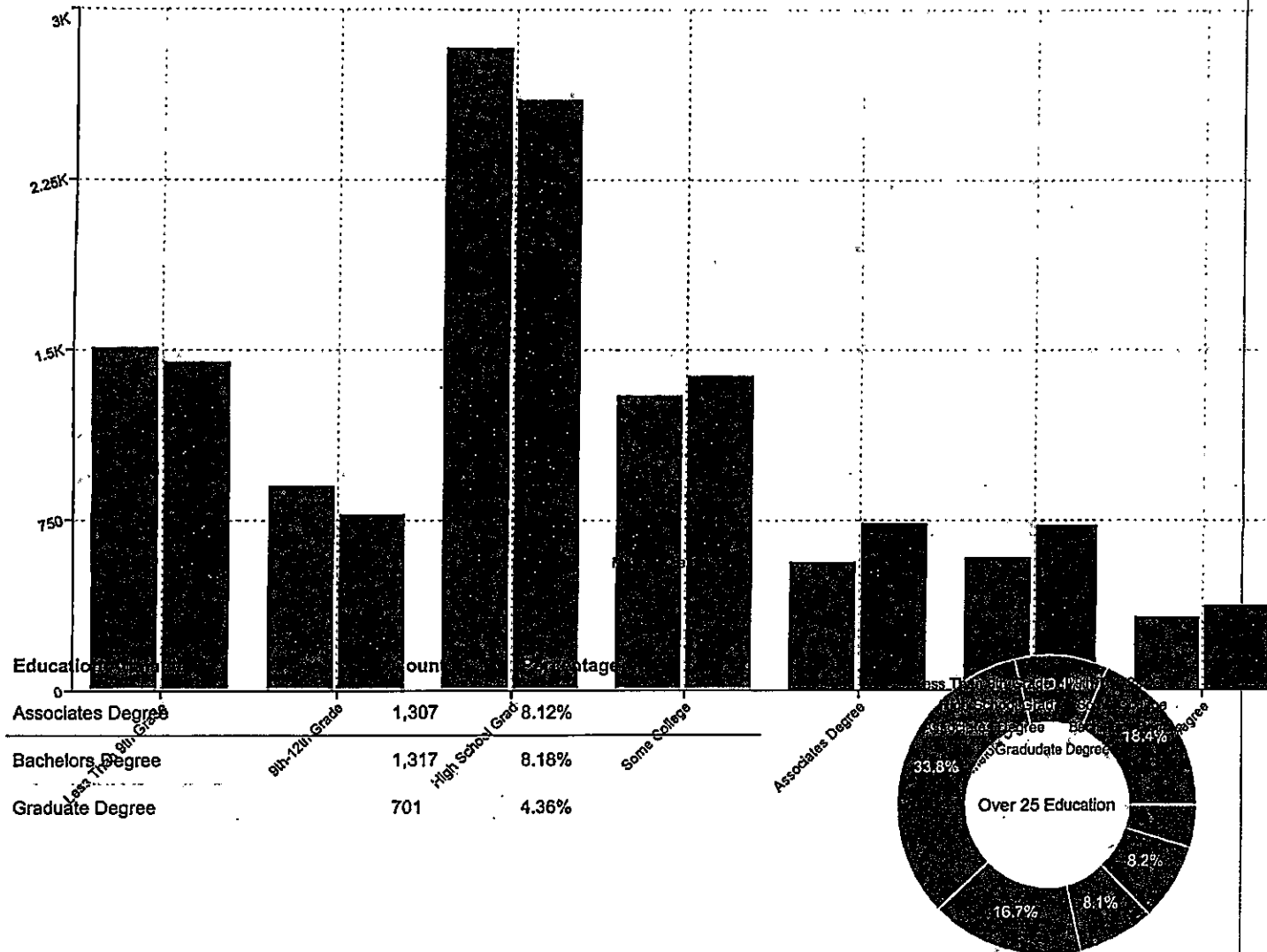
VMP-JJS 004193

Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Educational Attainment by Sex (over 25)

Show Source



Melrose Park Educational Attainment by Race

Percentage

Counts

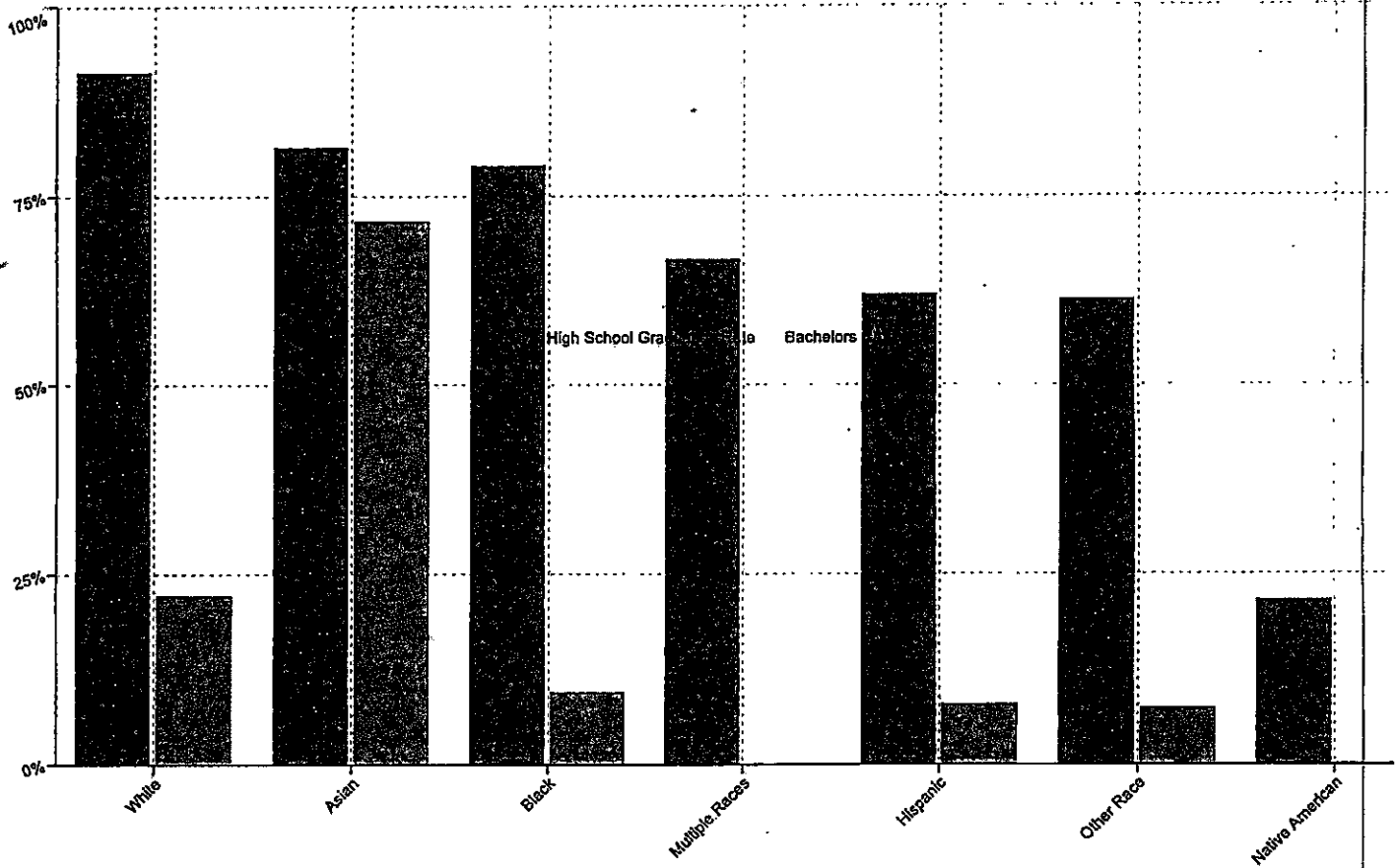
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7/28/2020

Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Educational Attainment by Race

[Show Source](#)

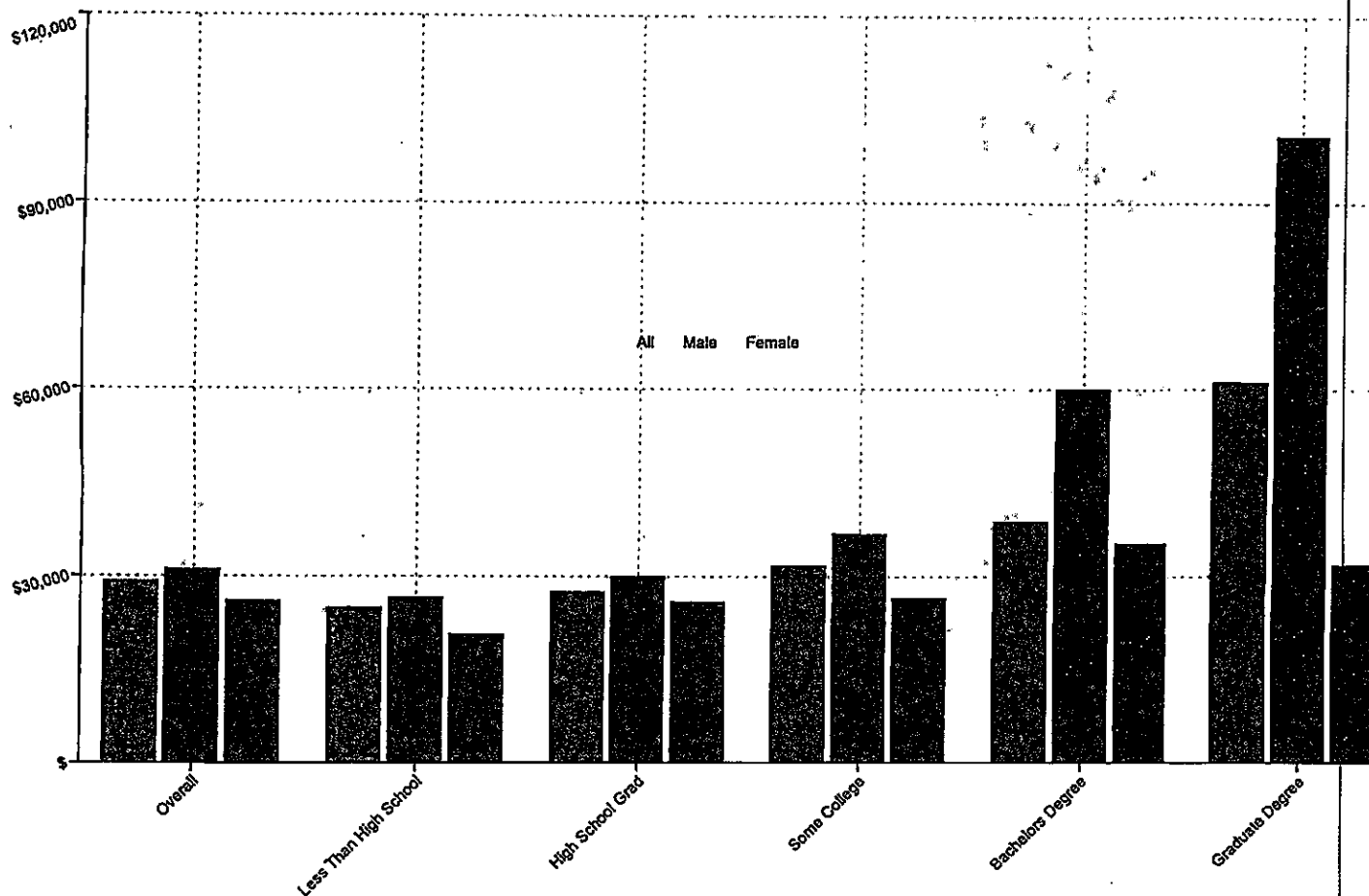
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Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Earnings by Educational Attainment

Show Source



Melrose Park Language

Melrose Park Language by Age

All Ages

5-17

18-64

65+

Melrose Park Language

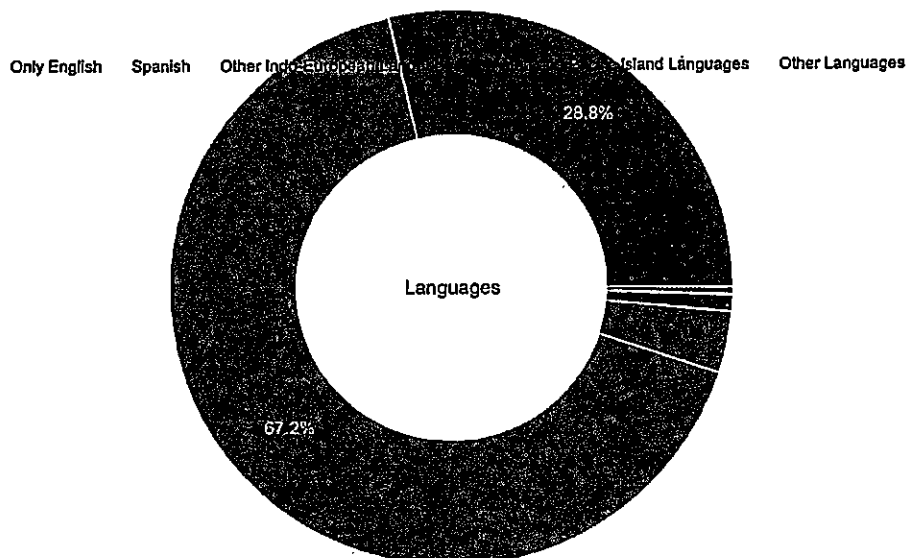
28.83% of Melrose Park residents speak only English, while 71.17% speak other languages. The non-English language spoken by the largest group is Spanish, which is spoken by 67.17% of the population.

VMP-JJS 004196

Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

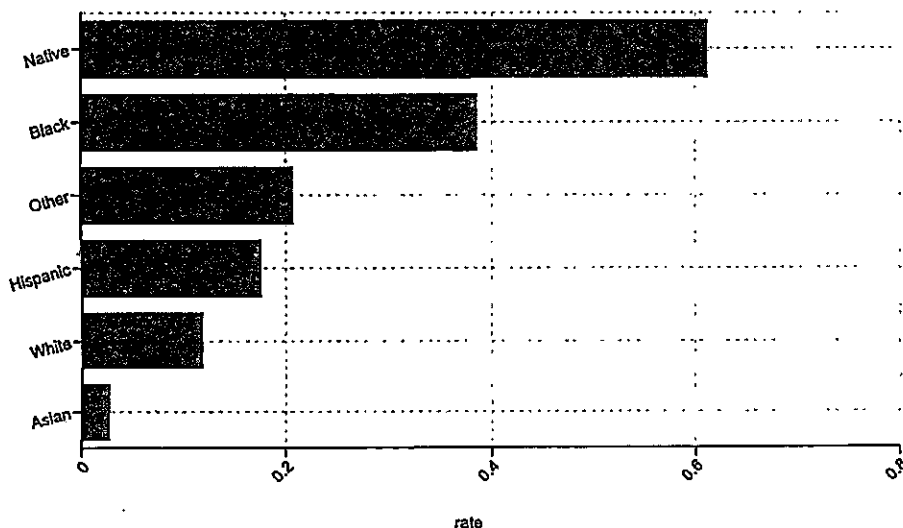
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Melrose Park Language

[Show Source](#)

Melrose Park Poverty

Melrose Park Poverty by Race



17.02% Overall Poverty Rate

14.73% Male Poverty Rate

19.46% Female Poverty Rate

Poverty in Melrose Park

The race most likely to be in poverty in Melrose Park is Native, with 61.26% below the poverty level.

The race least likely to be in poverty in Melrose Park is Asian, with 2.75% below the poverty level.

The poverty rate among those that worked full-time for the past 12 months was 5.63%. Among those working part-time, it was 17.68%, and for those that did not work, the poverty rate was 26.06%.

Name	Total	In Poverty	Poverty Rate
Hispanic	18,734	3,301	17.62%
Other	8,572	1,779	20.75%
White	4,970	590	11.87%
Black	1,510	583	38.61%

[CSV](#) [JSON](#)

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Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

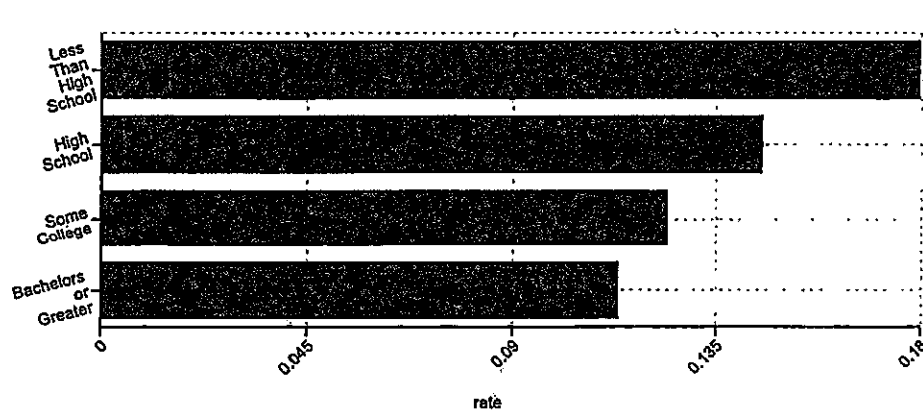
Page 9 of 12

Melrose Park Poverty

[Show Source](#)

Name	Total	In Poverty ▼	Poverty Rate
Native	111	68	61.26%
Asian	182	5	2.75%

Melrose Park Poverty Rate by Education

[Show Source](#)[CSV](#) [JSON](#)

Name	Poverty ▼
Less Than High School	17.98%
High School	14.52%
Some College	12.43%
Bachelors or Greater	11.35%

[CSV](#) [JSON](#)

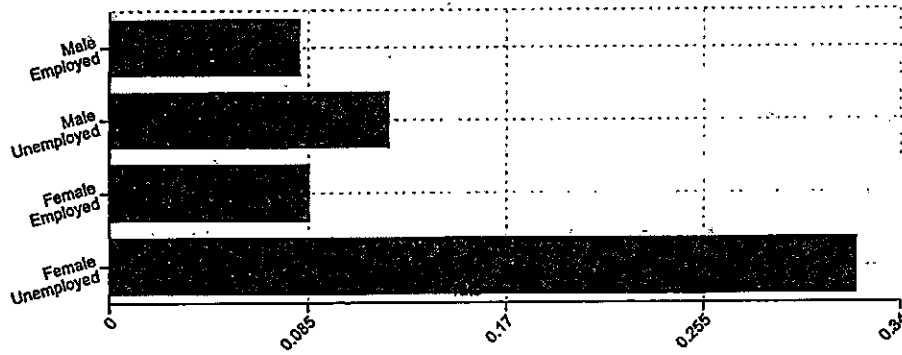
Name Poverty ▼

VMP-JJS 004198

Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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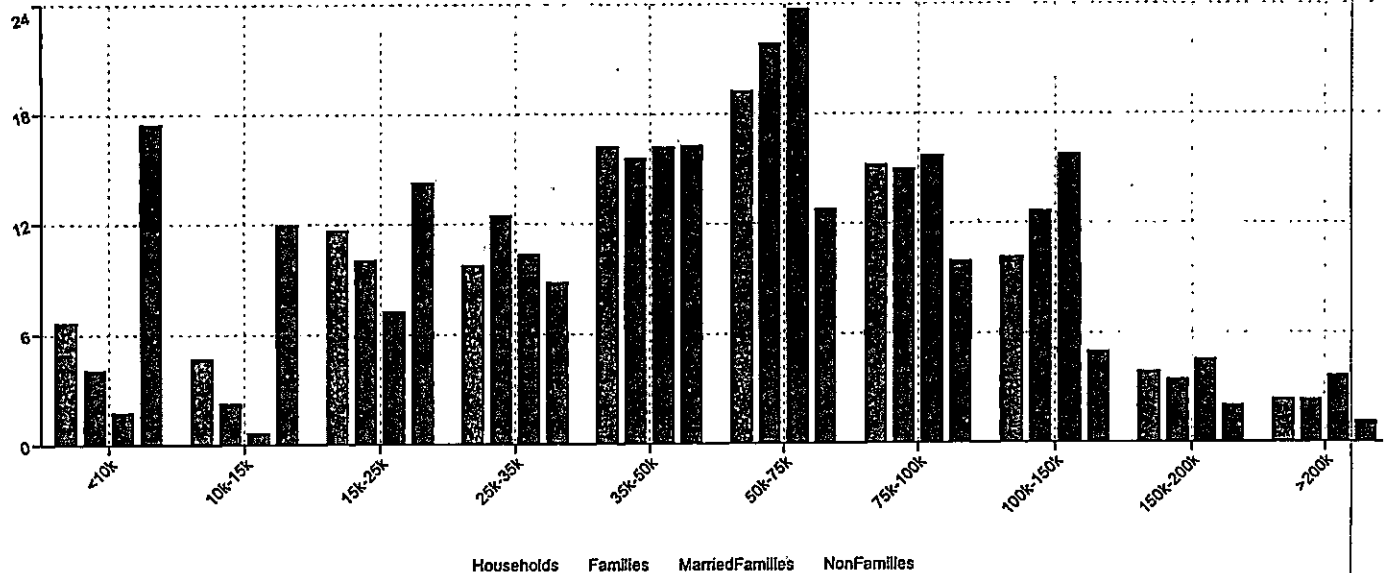
Melrose Park Poverty Rate by Employment Status and Sex

[Show Source](#)

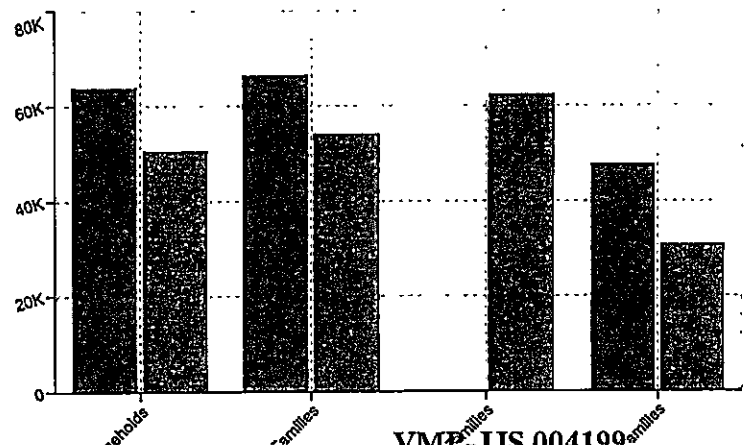
Name	Poverty
Female Unemployed	32.12%
Male Unemployed	11.96%
Female Employed	8.56%
Male Employed	8.16%

Melrose Park Income

Melrose Park Income by Household Type

[CSV](#) [JSON](#)

Name	Median	Mean
Households	\$50,647	\$64,001
Families	\$54,199	\$66,522
Married Families	\$62,500	-
Non Families	\$30,949	\$47,809



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Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Income by Household Type

[Show Source](#)

Melrose Park Marital Status

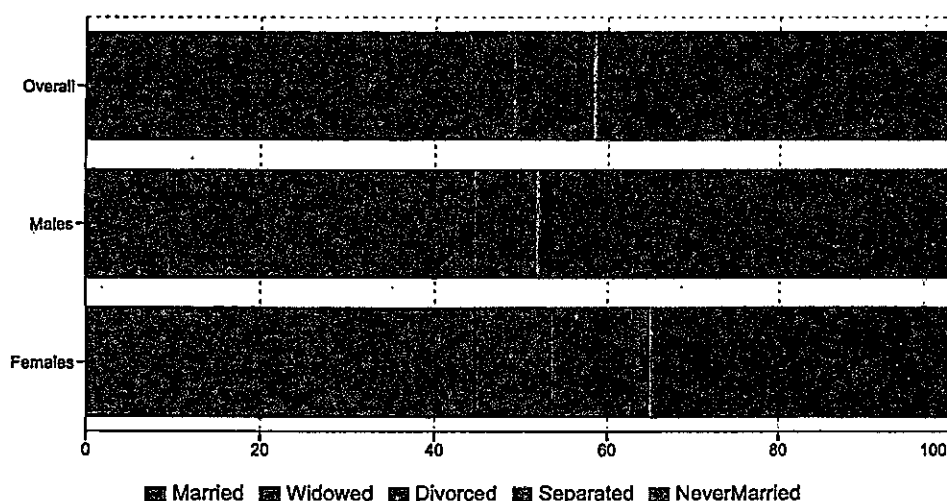
Melrose Park Marital Status

Marriage Rates

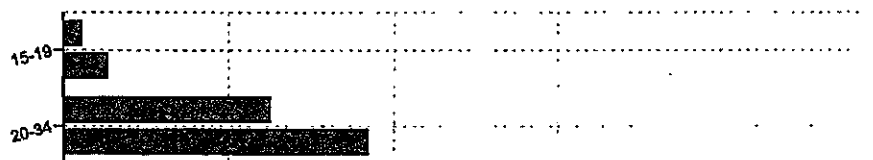
43.8% Overall Marriage Rate

43.0% Male Marriage Rate

44.6% Female Marriage Rate



Melrose Park Married by Age and Sex



Melrose Park Marriage

The age group where males are most likely to be married is Over 65, while the female age group most likely to be married is 45-54.

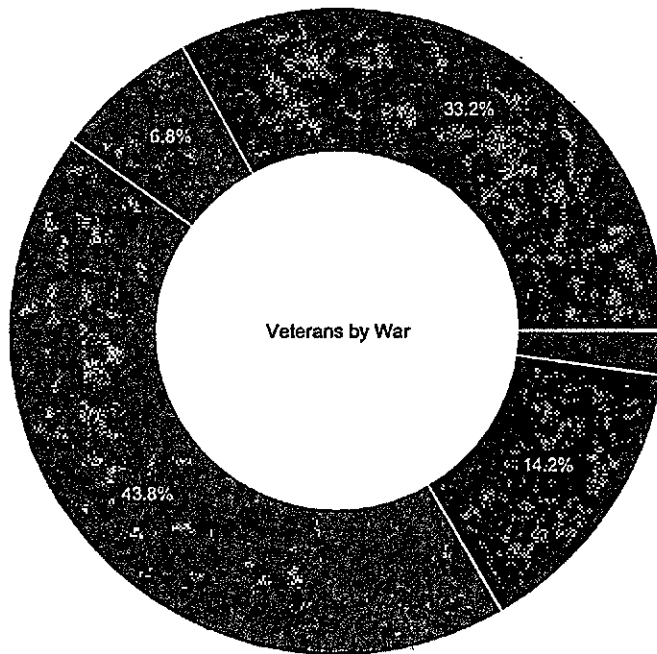
VMP-JJS 004200

7/28/2020

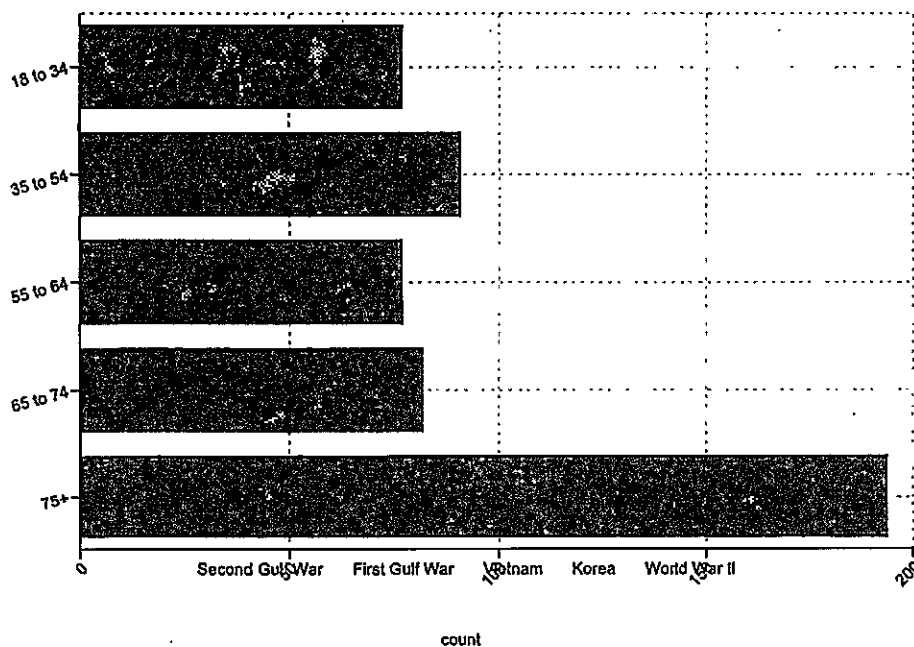
Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Veterans by War

[Show Source](#)

Melrose Park Veterans by Age

[Show Source](#)

	CSV	JSON
Age Group	Veterans	
75+	194	
35 to 54	91	
65 to 74	82	
55 to 64	77	
18 to 34	77	

Percentage

Counts

	CSV	JSON
Name	Veterans	% of Total
White	441	3.96%

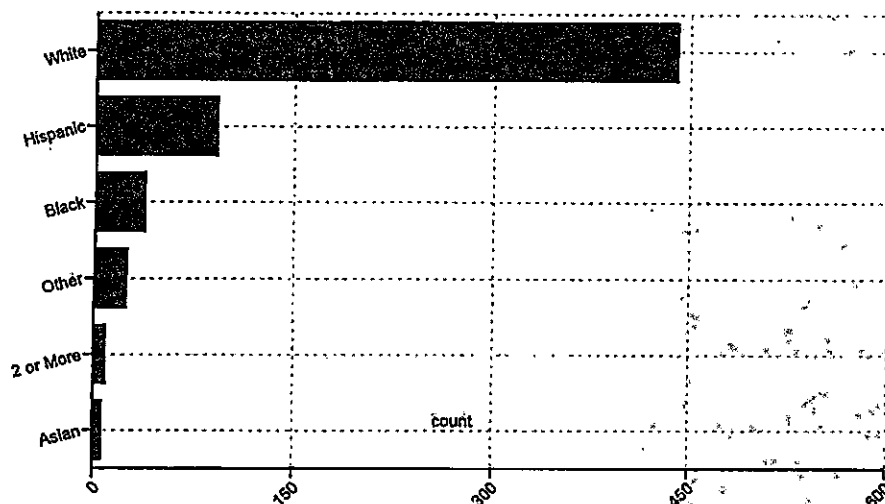
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Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Veterans by Race

Show Source



Name	Veterans	% of Total
Hispanic	93	0.76%
Black	38	3.55%
Other	25	0.46%
2 or More	10	13.51%
Asian	7	4.58%

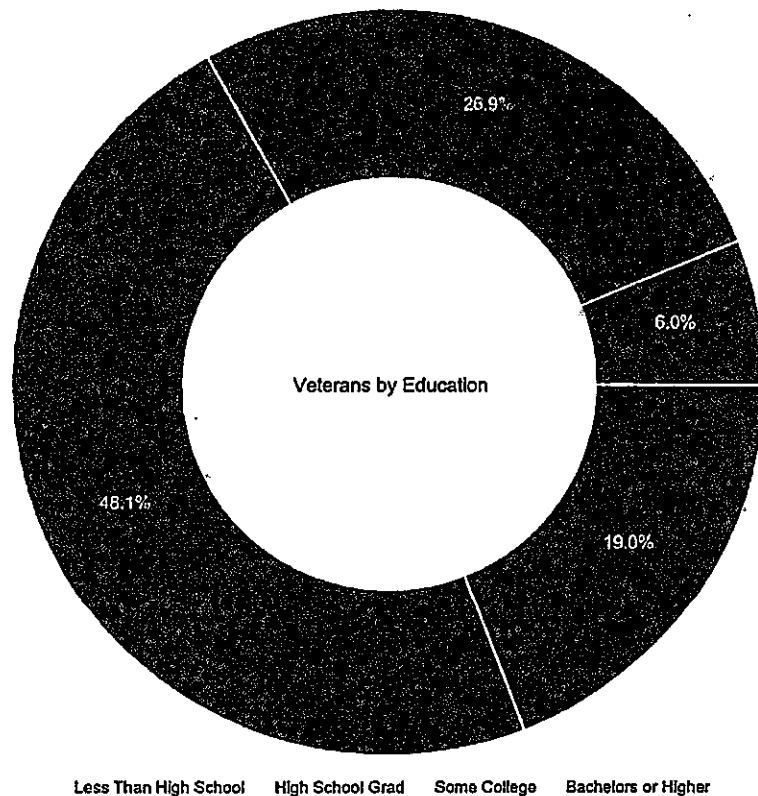
Melrose Park Veterans by Education

Show Source

\$Melrose Park Veterans by Education

1.15% Veteran Poverty Rate

12.28% Veteran Disability Rate



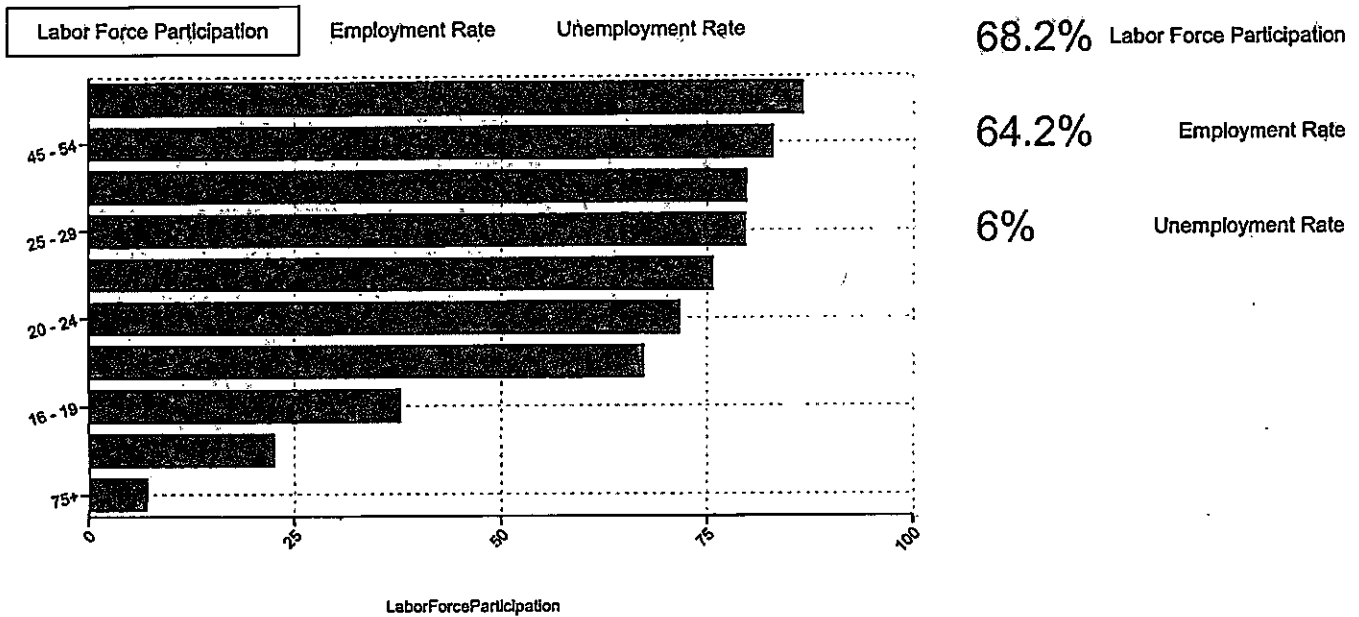
Melrose Park Employment Status

VMP-JJS 004202

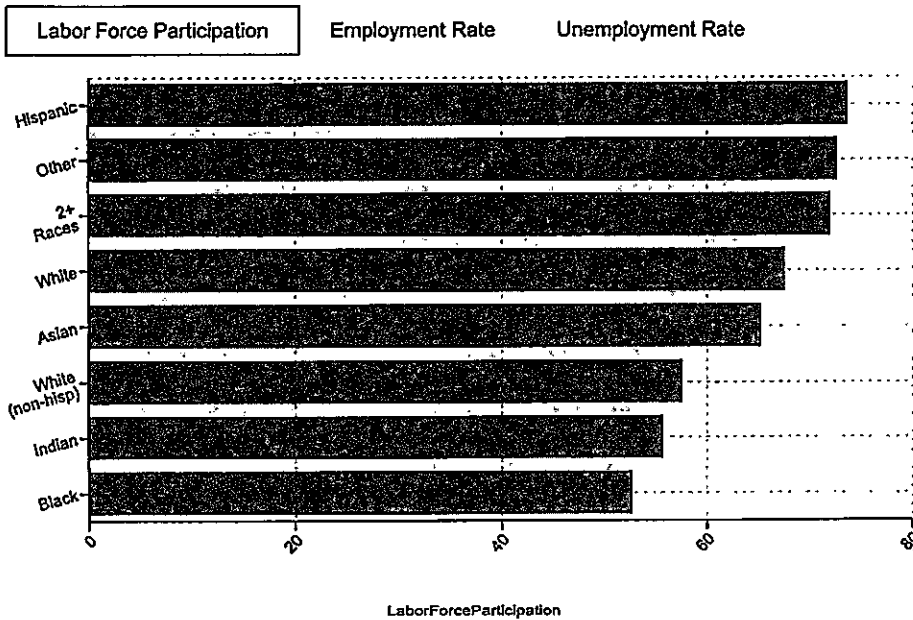
Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Employment by Age

[Show Source](#)

Melrose Park Employment by Race

[Show Source](#)

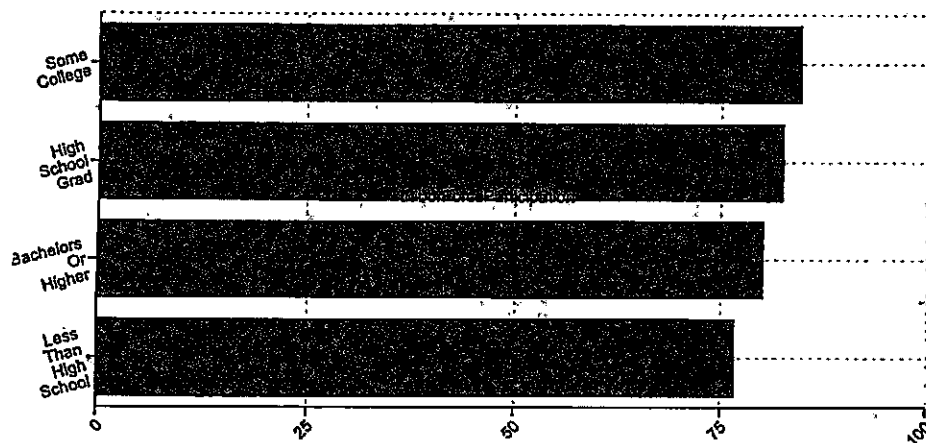
Labor Force Participation Employment Rate Unemployment Rate

VMP-JJS 004203

Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Employment by Education

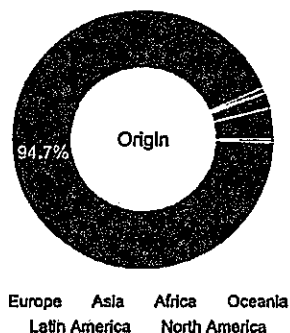
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Melrose Park Place of Birth

Melrose Park Place of Birth

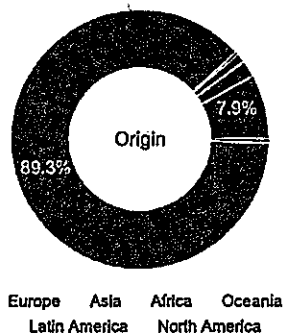
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Origin of Non-Citizens



Non citizens include legal permanent residents (green card holders), international students, temporary workers, humanitarian migrants, and illegal immigrants.

Origin of Naturalized Citizens



56.38%

Born in Illinois

66.33%

Native Born

33.67%

Foreign Born

19.92%

Non-Citizen

Place of Birth

66.33% of Melrose Park residents were born in the United States, with 56.38% having been born in Illinois. 19.92% of residents are not US citizens. Of those not born in the United States, the largest percentage are from Latin America.

Year ▼	Population	Growth	Annual Growth Rate
2020	24,449	-238	-0.96%
2019	24,687	-238	-0.95%
2018	24,925	-243	-0.97%

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Melrose Park, Illinois Population 2020 (Demographics, Maps, Graphs)

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Melrose Park Population by Year

[Show Sources](#)

Year ▼	Population	Growth	Annual Growth Rate
2017	25,168	-238	-0.94%
2016	25,406	-65	-0.26%
2015	25,471	-135	-0.53%
2014	25,606	-41	-0.16%
2013	25,647	50	0.20%
2012	25,597	79	0.31%
2011	25,518	85	0.33%
2010	25,433	2,262	0.94%
2000	23,171	2,312	1.06%
1990	20,859	124	0.06%
1980	20,735	-1,981	-0.91%
1970	22,716	425	0.19%
1960	22,291	8,925	5.25%
1950	13,366	2,433	2.03%
1940	10,933	192	0.18%
1930	10,741	3,594	4.16%
1920	7,147	2,341	4.05%
1910	4,806	2,214	6.37%
1900	2,592		0.00%

Assure You're Carrying Legally

Travel with your gun - free state carry laws map (2020 edition)

OPEN

▶ ×

VMP-JJS 004205

Public Safety Board - P
 Procedures suggested by Mayor
 Brought in front of board.

Requirements - certified police
 officers

* No procedure for individual decision

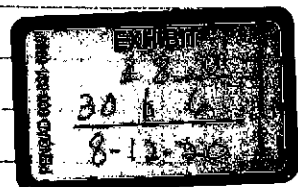
2016 - were able to adjust within
 current budget - difference
 was not significant (1m)

2017 Supervisor - covered resolution
 for 2 Dept Chief.

7. Depends - formal/informal

informal - HR / Supervisors
 investigated -
 if warranted discipline

formal - Reported
 legal & ins.



8 - Draft - TO Vasselli 4/18/17
 Revised from Julie Denver 5/19/17
 3/24/18 - Board - Eff 7/1/18
 Abruzzo, Angimano, Prignano, Nicotera, Taconi, Mota
 VMP-JJS 004366

Q- Racial Comp. 2010 Census

24449

1537 / 6.0790 African Amer

Run : 02/28/2018

Time : 10:47:14

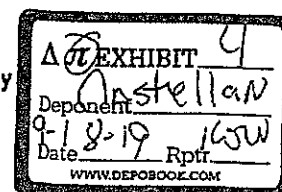
QUAL EMPLOYMENT OPPORTUNITY COMMISSION

Page 1 of 3

ACTIVITY LOG

440-2017-06168C

Date	User	Event
02/28/18 10:30	MSOLOMO	Uploaded Correspondence To/From Respondent's Attorney, Title: FW EEOC Charge No. 440-2017-06168 (John Scatchell v. Village of Melrose Park).msg
12/04/17 13:42	RESPONDENT	Viewed Amended Charge of Discrimination
12/04/17 13:41	RESPONDENT	Upon further review, this charge is deemed ineligible for mediation at this time and will be investigated by EEOC. You may be notified at a later date to respond to a Request for Information
12/04/17 13:41	RESPONDENT	Respondent logged in
12/01/17 13:46	RESPONDENT	Viewed Amended Charge of Discrimination
12/01/17 13:45	RESPONDENT	Upon further review, this charge is deemed ineligible for mediation at this time and will be investigated by EEOC. You may be notified at a later date to respond to a Request for Information
12/01/17 13:45	RESPONDENT	Respondent logged in
12/01/17 13:45	RESPONDENT	Respondent logged in
12/01/17 13:43	RESPONDENT	Upon further review, this charge is deemed ineligible for mediation at this time and will be investigated by EEOC. You may be notified at a later date to respond to a Request for Information
12/01/17 13:43	RESPONDENT	Respondent logged in
12/01/17 13:25	Brown, Charles	Emailed notification of new Action Notice to zimmer@diglawgroup.com, grandfield@diglawgroup.com
12/01/17 13:25	Brown, Charles M	Mediation changed to No Longer Eligible
11/21/17 19:40	RESPONDENT	Sent document upload confirmation to zimmer@diglawgroup.com, grandfield@diglawgroup.com
11/21/17 19:40	RESPONDENT	Uploaded Position Statement Attachments - Non-Confidential, title: Exh B
11/21/17 19:40	RESPONDENT	Sent document upload confirmation to zimmer@diglawgroup.com, grandfield@diglawgroup.com
11/21/17 19:40	RESPONDENT	Uploaded Position Statement Attachments - Non-Confidential, title: Exh A
11/21/17 19:40	RESPONDENT	Sent document upload confirmation to zimmer@diglawgroup.com, grandfield@diglawgroup.com
11/21/17 19:40	RESPONDENT	Uploaded Position Statement
11/21/17 19:38	RESPONDENT	Selected mediation option 'No'
11/21/17 19:38	RESPONDENT	Please select a response to the Mediation Offer on this page by November 07, 2017. If you choose "No", please provide a statement of your position on the issues covered in the amended charge, with any supporting documentation by November 19, 2017. For guidance on how to best prepare your Position Statement, please review Effective Position Statements, as EEOC has revised its procedures related to the content and release of position statements, effective January 1, 2016. You may be notified at a later date to respond to a Request for Information
11/21/17 19:38	RESPONDENT	Respondent logged in
11/21/17 16:45	RESPONDENT	Please select a response to the Mediation Offer on this page by November 07, 2017. If you choose "No", please provide a statement of your position on the issues covered in the amended charge, with any supporting documentation by November 19, 2017. For guidance on how to best prepare your Position Statement, please review Effective Position Statements, as EEOC has revised its procedures related to the content and release of position statements, effective January 1, 2016. You may be notified at a later date to respond to a Request for Information
11/21/17 16:45	RESPONDENT	Respondent logged in
11/07/17 16:21	RESPONDENT	Sent document upload confirmation to zimmer@diglawgroup.com, grandfield@diglawgroup.com
11/07/17 16:21	RESPONDENT	Uploaded EOA/Letter of Representation From Respondent's Attorney



Plaintiff's Doc. Prod.000003

(4) 18

Run : 02/28/2018
Time : 10:47:14

QUAL EMPLOYMENT OPPORTUNITY COMMISSION

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ACTIVITY LOG

440-2017-06168C

Date	User	Event
11/07/17 16:18	RESPONDENT	Updated Legal Rep contact info
11/07/17 16:18	RESPONDENT	Added Legal Rep contact info
11/07/17 16:16	RESPONDENT	Please select a response to the Mediation Offer on this page by November 07, 2017. If you choose "No", please provide a statement of your position on the issues covered in the amended charge, with any supporting documentation by November 19, 2017. For guidance on how to best prepare your Position Statement, please review Effective Position Statements, as EEOC has revised its procedures related to the content and release of position statements, effective January 1, 2016. You may be notified at a later date to respond to a Request for Information
11/07/17 16:16	RESPONDENT	Respondent logged in
10/24/17 14:50	RESPONDENT	Viewed Notice of Charge
10/24/17 14:49	RESPONDENT	Viewed Charge of Discrimination
10/24/17 14:49	RESPONDENT	Viewed Amended Charge of Discrimination
10/24/17 14:48	RESPONDENT	Updated Respondent contact info
10/24/17 14:47	RESPONDENT	Updated Legal Rep contact info
10/24/17 14:45	RESPONDENT	Updated Respondent contact info
10/24/17 14:44	RESPONDENT	Please select a response to the Mediation Offer on this page by November 07, 2017. If you choose "No", please provide a statement of your position on the issues covered in the amended charge, with any supporting documentation by November 19, 2017. For guidance on how to best prepare your Position Statement, please review Effective Position Statements, as EEOC has revised its procedures related to the content and release of position statements, effective January 1, 2016. You may be notified at a later date to respond to a Request for Information
10/24/17 14:44	RESPONDENT	Respondent logged in
10/24/17 14:41	RESPONDENT	sent password to sutkus@dlglawgroup.com
10/23/17 18:02	RESPONDENT	Viewed Notice of Charge
10/23/17 18:02	RESPONDENT	Viewed Charge of Discrimination
10/23/17 18:02	RESPONDENT	Viewed Amended Charge of Discrimination
10/23/17 18:01	RESPONDENT	Please select a response to the Mediation Offer on this page by November 07, 2017. If you choose "No", please provide a statement of your position on the issues covered in the amended charge, with any supporting documentation by November 19, 2017. For guidance on how to best prepare your Position Statement, please review Effective Position Statements, as EEOC has revised its procedures related to the content and release of position statements, effective January 1, 2016. You may be notified at a later date to respond to a Request for Information
10/23/17 18:01	RESPONDENT	Respondent logged in
10/23/17 18:01	RESPONDENT	Respondent password changed
10/23/17 18:01	RESPONDENT	Respondent logged in
10/23/17 16:59	Brown, Charles M	Mediation changed to Eligible
10/23/17 10:32	Irvin, Tyrone	Uploaded Charging Party's Questionnaire and Attachments (Form 283), Title: 440-2017-06168. SCATCHELL 11
10/23/17 10:32	Irvin, Tyrone	Uploaded Charging Party's Questionnaire and Attachments (Form 283), Title: 440-2017-06168. SCATCHELL 10
10/23/17 10:31	Irvin, Tyrone	Uploaded Charging Party's Questionnaire and Attachments (Form 283), Title: 440-2017-06168. SCATCHELL 9
10/23/17 10:31	Irvin, Tyrone	Uploaded Charging Party's Questionnaire and Attachments (Form 283), Title: 440-2017-06168. SCATCHELL 8
10/23/17 10:30	Irvin, Tyrone	Uploaded Charging Party's Questionnaire and Attachments (Form 283), Title: 440-2017-06168. SCATCHELL 7

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Time : 10:47:14

ACTIVITY LOG

440-2017-06168C

(b)(5)

Redacted intra-agency processing category and Investigator's intra-agency case assessment.

